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Salaries

Engineers' Salaries:

SPECIAL INDUSTRY REPORT

1984

ENGINEERS' SALARIES: SPECIAL INDUSTRY REPORT

1984

A Report of a Survey Conducted by the
Engineering Manpower Commission:
A Commission of the Engineering Affairs Council
of the American Association of Engineering Societies, Inc.

ENGINEERS' SALARIES: SPECIAL INDUSTRY REPORT

1984

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The survey of Engineers' Salaries: Special Industry Report was conducted, and this report was prepared and edited by Carolyn J. Heydt, Manager of AAES Manpower Activities, under the general supervision of Patrick J. Sheridan, Director of AAES Manpower Activities. Overall direction for this survey was supplied by Kenneth E. Foster, Chairman of the Salary Survey Committee of the Engineering Manpower Commission.

The computer program employed in processing salary data was originally developed by Richard C. Fremon, Data Processing Chairman of the Engineering Manpower Commission.

We are especially grateful to the many salary administrators who provided the basic salary data on which the report is based. It is apparent that without their cooperation our annual salary surveys would not exist.

NOTE TO READERS

Special breakdowns of the data by degree level, supervisory status, industry group, state or region are available. The costs of these special summaries vary according to specific requirements. If you are interested or would like further information, please call the Manpower Activities' staff at (212) 705-7104.

Raw data tables and matrix tables for any of the curves in this report may be purchased at $7.00 per table.

EMC reports salary data as furnished by the survey respondents and tries to ensure that respondents represent a "typical" cross-section of their industry group. However, users should note that data reported in some year brackets may be based on relatively small samples and, therefore, should be used with caution. Industrial salaries tend to vary greatly by supervisory status, degree level, and geographic region, so salary patterns may be influenced by the interaction of variables whose effect is impossible to separate without detailed analysis beyond the scope of this report.

The Engineering Manpower Commission is always interested in improving its survey coverage. If you would like your company to be considered as a participant in the 1985 survey, please write to the Engineering Manpower Commission at 345 East 47th Street, New York, New York, 10017. We welcome your comments regarding this report and your suggestions for improving future surveys and reports.

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ENGINEERS' SALARIES: SPECIAL INDUSTRY REPORT

Introduction

This survey is the eighteenth published to provide basic salary information on engineering graduates in the United States. Salaries are analyzed on the basis of experience, defined as the number of years since attaining a baccalaureate degree. As in previous surveys, respondents were asked to submit separate breakouts of information for supervisory and non-supervisory engineers by three degree levels—bachelor's, master's, and doctorate.

Following past practice, data are presented in graphic and tabular form to show upper and lower decile, upper and lower quartile, median, and mean salaries by years since baccalaureate degree.

It should be noted that salaries include base salary and regular allowances, but not overtime nor other unpredictable payments. The salaries reported are those in effect February 1, 1984.

The purpose of this report is to show the present level of engineers' salaries and, in addition, to indicate their trend over past years. Although this and previous surveys may not be exactly comparable because of changes in the reported industry groups, the size of the total sample and the consistency with which many companies and agencies have participated throughout the survey series lead us to believe that changes in the composition of the survey group have not materially altered reported medians.

In publishing these results, EMC is attempting to show only what prevailing salaries paid to individuals are, and not what they ought to be. We recognize that salaries paid to individuals are, in the final analysis, affected by their specific duties and their effectiveness in performing them. These factors can be resolved only by the engineer and his or her employer. Therefore, EMC does not undertake to evaluate individual salary situations, not to advise employers on the salaries they should pay for specific positions.

History of the Survey

Throughout its history, the Engineers Joint Council, and now the American Association of Engineering Societies, has conducted studies related to the economic status of engineers. In 1949, EJC published *The Engineering Profession in Transition*. Studies were made on starting salaries of engineering graduates by fields of employment in 1949 and 1950. A specialized study made by EJC on behalf of the Department of Defense was published by the Bureau of Labor Statistics in 1952 under the title, *Employment, Education and Income of Engineers 1949-50—A Survey of Engineering Society Members of Full Professional Grade.*

Realizing the lack of comprehensive data on engineering income, EJC decided in 1953 to undertake a series of studies in this area. The first report of the "Professional Income of Engineers" series was completed by EJC in 1953; the second was issued in 1956. Initially, the interval between surveys was three years. However, responding to requests for more frequent updating of the information, it was decided that surveys should be conducted biennially. In 1957, the EJC survey activities were assigned to the Engineering Manpower Commission. EMC has conducted surveys and published salary reports since 1958, including *Special Industry Reports* since 1966. The most recent advance in the history of the engineers' salary survey came in 1980 when, in response to many requests from survey users, it was decided to conduct the survey on an annual basis. The 1984 report is the result of the fifth annual survey.

Coverage and Response

In all nearly 650 establishments (including government agencies and educational institutions) representing over 92,000 engineers participated in the 1984 survey. A complete distribution is shown on page 7. The response from employers of engineers makes the Engineering Manpower Commission's salary survey the most comprehensive in the United States.

Survey Methodology and Timing

Questionnaires were mailed in February of 1984 to a list of nearly 4,000 engineering employers. One follow-up mailing to non-respondents was made. Replies were accepted through early May.

Salary figures were reported by employers on two forms designed to obtain information on earnings of all employed graduate engineers (please see facsimile questionnaires at the end of this report). Form A was used for non-supervisory engineering graduates, while Form B covered those in supervisory positions. The supervisory group consisted of engineering graduates whose supervisory or managerial functions were of primary importance. The specific definition of this group is dependent on the practice of each responding organization. Both forms allowed for separate tabulation of engineers by highest earned degree.

Survey participants were asked to submit salary information based on baccalaureate year wherever possible. Some organizations, however, were only able to supply data on the basis of age. In such cases, age 23 was considered the equivalent year of "0 years since B.S.," or 1983 bachelor's degree graduation. All returns were carefully edited, and checks were made throughout the data processing to ensure accuracy of the results. Because there are always a few individuals whose degree and salary patterns differ from the norm, inclusion of their data in the report may occasionally produce an atypical curve, particularly in the instances of small samples.

Technical Note on Computer Program

The computer program used for this survey is designed to calculate the median, quartile, and decile points in the array of salaries reported in a given "years of experience" column. Since these points fall within a salary bracket which covers a dollar range, the computer interpolates the point within the bracket, to the nearest $50, by assuming essentially a straight-line distribution within the salary extremes. For example, if the median engineer turned out to be the 20th in the $17,000–18,000 bracket, and there were 100 salaries reported in this bracket, the median point would be 20/100 of the range covered, or 200, and the computed median salary would be $17,200.

The fractiles are first produced as "raw" data. In general, we have found that curves plotted on the basis of raw data contain many irregularities that result more from inherent limitations of the methodology than from significant changes in compensation practices. Therefore, the data presented in this report are based on four-parameter smooth curves calculated by a least-squares method. Each curve has the form

$$y = ax^z + bx + c$$

with y equal to the reciprocal of the salary and x equal to (43 minus years from first degree) raised to the power z. The computer program determines the values of the parameters, a, b, c, and z that give the minimum sum of the squares of the differences between the raw and smooth values of y. The differences squared are weighted by the populations associated with each of the data points. Since each curve (median, quartile, etc.) is computed independently, it is possible for occasional anomalies to be found, such as curves apparently crossing or supervisors apparently receiving lower salaries than non-supervisors. These are usually due to inherent limitations in the smoothing routine, and should not be viewed as having any real significance. No statistics are computed where there are fewer than five salaries in a given year column.

Method of Presentation

Curves and tables for the *Special Industry Report* are grouped under various categories, starting with the broadest possible grouping of "All Industry" and "All Non-Manufacturing Industry." Each of these is further subdivided into several major groupings of related industries and, finally individual industries are shown to the extent consistent with the data. This arrangement allows us to provide the maximum useable detail from the survey.

Users should consult the Table of Contents, in which the industry groups are arranged in hierarchical order, and select the group most closely corresponding to their own. A tabulation of industry groups is also shown. Where an industry response rate was not representative, the data are grouped in the "Miscellaneous Manufacturing" category.

Data for selected industry groups are presented in plotted curves with either one or two accompanying charts. These plotted curves also appear in the report *Professional Income of Engineers, 1984*, which is an abbreviated version of this *Special Industry Report*. Each set of curves is defined according to the industry group, supervisory status, degree level or geographic region covered. Respondents constituting each industry group are listed in the appendix. This enables users to determine whether their own organization is reasonably comparable with the group covered by the curves.

Please note that the respondents themselves designated their employment groups by choosing from a list on the questionnaires.

Below each set of curves are printed the data points on which they are based. The data tables also include mean salaries (which are not plotted) and the number of salaries within each column. Users should always note these figures to be sure that the age distribution of their own employees is consistent with the group described by the curves. Data points have been omitted where there were fewer than five salaries in a column. The data tables also list the number of salaries above $88,000 or below $17,000, which were the limits established by the questionnaire forms. The plotted curves and data tables are terminated where they go beyond these limits. Data for more detailed groups not covered by the plotted curves are presented in tabular form only.

To protect the confidentiality of the data provided by individual companies we require that there be at least five employers in an industry group before salary curves are produced. The confidentiality of individual salary schedules is protected at all times.

Effect of Inflation

The following table shows the annual change since 1953 in the CPI using a base of the 1967 annual average equal to 100 percent. The change from February, 1983 to February, 1984 was 4.6 percent.

CONSUMER PRICE INDEX

Year	1953	1954	1955	1956	1957	1958	1959	1960	1961	1962
Index	79.4	80.6	80.1	80.3	83.1	85.8	86.7	88.0	89.3	90.1
Percent Change	0.8	1.5	−0.6	0.2	3.5	8.2	1.0	1.5	1.5	0.9

Year	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972
Index	91.2	92.5	93.6	96.0	98.7	102.3	107.1	113.9	119.4	123.8
Percent Change	1.2	1.4	1.2	2.6	2.8	3.7	4.7	6.3	4.8	3.7

Year	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982
Index	128.6	141.5	157.2	167.1	177.1	188.4	207.1	236.4	263.2	283.4
Percent Change	3.9	10.0	11.1	6.3	6.0	6.4	9.9	14.2	11.3	7.7

Year	1983	1984
Index	293.2	306.6
Percent Change	3.5	4.6

100% is equal to 1967 yearly average; all indices shown are for February of the given years. Source: Consumer Price Index for All Urban Consumers.

Inflation has taken its toll on engineers' salaries over the years. Its effect has been devastating, particularly in recent years, with double digit inflation in 1980 and 1981. In 1982, 1983, and 1984, inflation, as measured by the Consumer Price Index, dropped back to single digit levels.

Shown below is the effect of inflation on engineers who entered the profession at various periods of time.

ANALYSIS OF LIVING COST EFFECT ON ENGINEERING SALARIES FROM START DATE TO PRESENT

Year Start as an Engineer	No. of Years Exp.-1984	Start Rate		1984 Rate**		Compounded Annual Percent Increase	
		Current $	Constant* $	Current $	Constant** $	Current $	Constant $
1958	26	5,850	6,740	44,300	14,449	8.1	2.3
1964	20	7,300	7,858	43,150	14,074	9.3	3.0
1970	14	10,500	9,028	40,750	13,291	10.2	2.8
1980	4	19,800	7,997	31,000	10,711	11.9	6.0
1982	2	24,100	8,504	28,550	9,312	8.8	4.6
1983	1	24,800	8,458	27,350	8,920	10.3	5.5
1984		26,100	9,513				

*Based on 1967 annual average = 100%. In all cases other than 1982, annual average CPI's have been used.

**Rate in effect February, 1984.

*Less than one year.

Start rates from 1972 to 1984 have increased at an annual compounded rate of 7.7 percent. In terms of real dollars, this amounted to no change in the twelve-year period, as shown in the table on the next page.

EFFECT OF CONSUMER PRICE INDEX* ON MEDIAN ENGINEERING START SALARIES

Year	Zero Experience	Adjusted Zero Experience	% Annual Compounded Change	% Adjusted Annual Compounded Change
1972	$10,700	8,643	—	—
1984	26,100	8,513	7.7	0

*Based on 1967 = 100% February Rate Used For 1972 and 1984

Over the same twelve-year period (1972–1984) the Consumer Price Index rose at an annual compounded rate of 7.9 percent. Engineering salaries during this twelve-year period did not quite keep up with the change in inflation.

CONSUMER PRICE INDEX

Year	Index	% Annual Compounded Change
1972	123.8	—
1984	306.6	7.9

Explanation of Charts and Tables

Most of the industry group headings are self-explanatory, but the following warrant further explanation:

Weighted National Averages. These unique curves were generated by weighting each employment group according to our best estimate of the total engineering population in that area, based on available national data. This method compensates for the different response rates from the various employment areas and thus provides the best overall indicator of salary patterns for all engineers in the entire United States.

All Industry, All Manufacturing, and Non-Manufacturing Industry. These major groups should be used as the best indicator of engineering salaries in industries that are not covered separately.

Large Industrial Employers. Respondents with 5,000 or more employees.

Medium Industrial Employers. Respondents with between 500 and 4,999 employees.

Small Industrial Employers. Respondents with fewer than 500 employees.

Aerospace. This group consists of companies that identified Aerospace as their primary or only industry group, plus respondents in other groups that identified Aerospace as their secondary industry group.

Mechanical Industry. This group consists of Instruments and Machinery.

Miscellaneous Manufacturing. This group consists of companies that manufacture ceramic products, rubber and plastic products, and textile products. Also included are companies that specifically designated their industry as "Other Manufacturing."

Other Manufacturing. This group includes Automotive and Railroad Equipment, Paper and Wood Products, Shipbuilding, and Miscellaneous Manufacturing companies.

Petroleum. This group consists of companies that identified Petroleum as their primary or only industry group, plus respondents in other groups that identified Petroleum as their secondary industry group.

Definitions

In the interest of consistency, the following definitions are used in the EMC salary surveys:

1) *Salary*. Base salary paid by employer before deductions, and allowances, including cost-of-living differentials, if any. Unpredictable payments for overtime work, stock options, etc., are not included.

2) *Chart Data*.
   a) *Median*. The point in any array of data above and below which half of the series is located.
   b) *Quartile*.
      Upper Quartile: The point in any array of data above which one-quarter of the series is located and below which three-quarters of the series is located.
      Lower Quartile: the point in any array of data above which three-quarters of the series is located and below which one quarter of the series is located.
   c) *Decile*.
      Upper Decile: The point in any array of data above which one-tenth of the series is located and below which nine-tenths of the series is located.
      Lower Decile: The point in any array of data above which nine-tenths of the series is located and below which one-tenth of the series is located.
   d) *Mean*. Sum of data in array divided by number of points.

3) *Engineers*. Those holding a minimum of a bachelor's degree in a recognized field of engineering.

4) *Years of Experience.* The number of years since the baccalaureate degree was awarded. This places the different degree levels on an approximately equal footing, because those engineers with advanced degrees start out with salaries substantially higher, but are, of course, older. In 1984, an engineer with 0-years of experience is equivalent to one who has received his bachelor's degree in 1983 or the first quarter of 1984.

5) *Supervisor:* Includes those whose duties are primarily supervisory or managerial, regardless of whether or not they are in a specific engineering position.

Identification of Respondents

Industrial respondents are listed in the appendix to this report, grouped according to the principal categories in which their data are reported. Data for those respondents whose industry group was not known are only included in weighted national averages, and they are not listed in the appendix.

Survey Forms

Facsimiles of the forms used in this year's survey are reproduced in the appendix.

Plotting Sheets for Individual Use

Blank charts identical to those used for the curves in this report are included in the appendix to assist users in plotting special curves for their own use.

DISTRIBUTION OF SURVEY RESPONSES

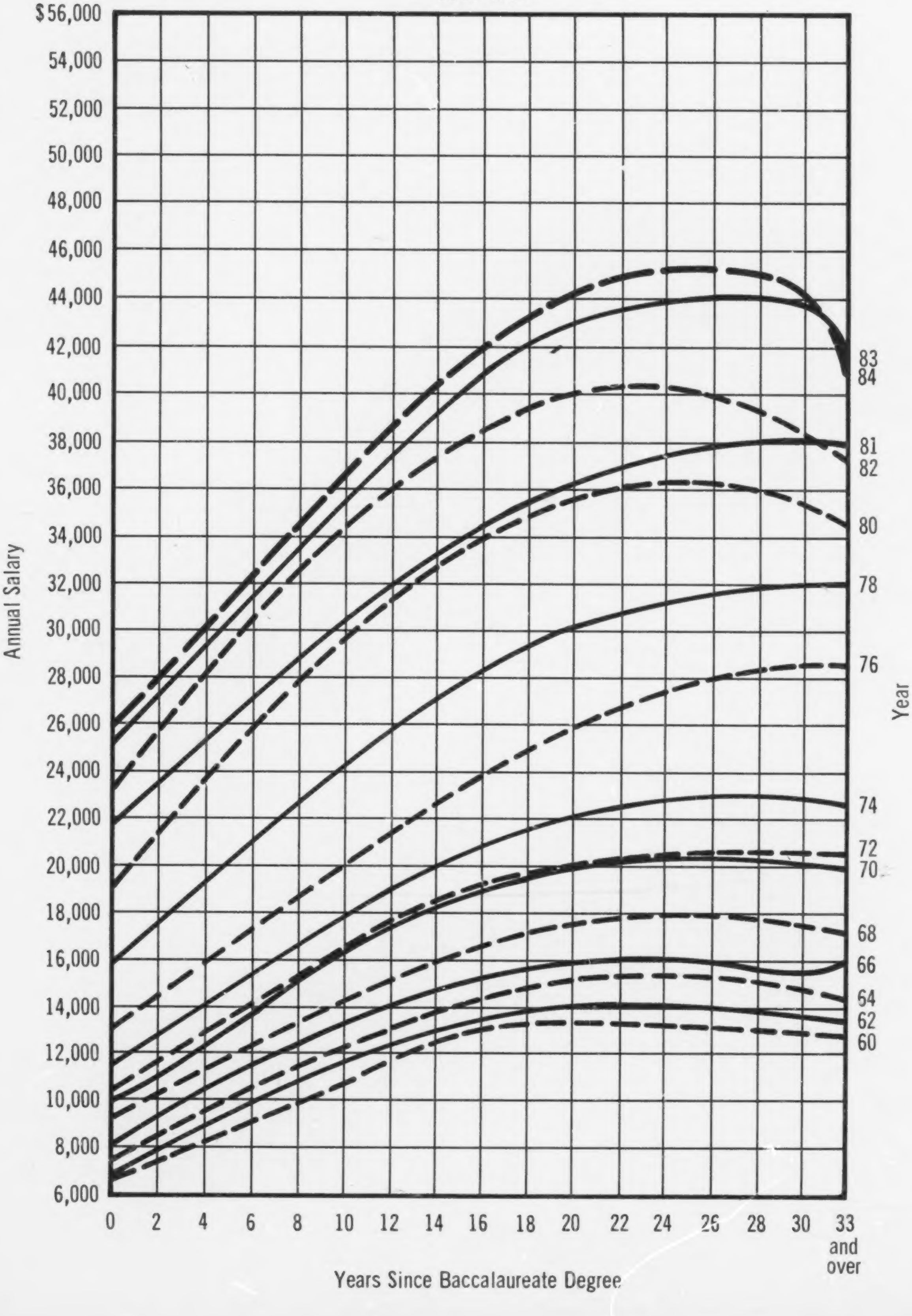
	Number of Engineers Represented	
All Respondents	112,838	
All Industry	92,671	82% of total
All Manufacturing	50,195	45% of total
Aerospace	8,990	
Auto & RR Equipment	293	
Ceramic Products	228	
Chemicals	15,231	
Computer	507	
Electric Equipment	684	
Electronic Equipment	14,197	
Food Products	225	
Machinery, Non-Electrical	1,157	
Mechanical	1,232	
Metal Industries	2,799	
Lumber and Wood Products	346	
Paper Products	1,849	
Petroleum	1,172	
Shipbuilding	1,344	
Misc. Manufacturing	1,147	
All Non-Manufacturing	37,156	33% of total
Business, Trade & Pub.	215	
Construction	869	
Consultants	7,458	
Engineering Services	2,851	
Electric Utilities	14,526	
Gas Utilities & Pipelines	972	
Mining	606	
Research Laboratories	9,599	
Education	15,002	13% of total
All Government	5,165	5% of total
Federal	2,702	
State	1,930	
Local	533	

PLEASE NOTE: Percentages are rounded to the nearest percent. The distribution shown above represents primary industry group identification only. Industry groups not reported due to small samples are not included in this table, although their data has been included in the Weighted National Averages and may have been included in other broader groups. (For further information on composition of specific industry groups, please see the preceding introduction.)

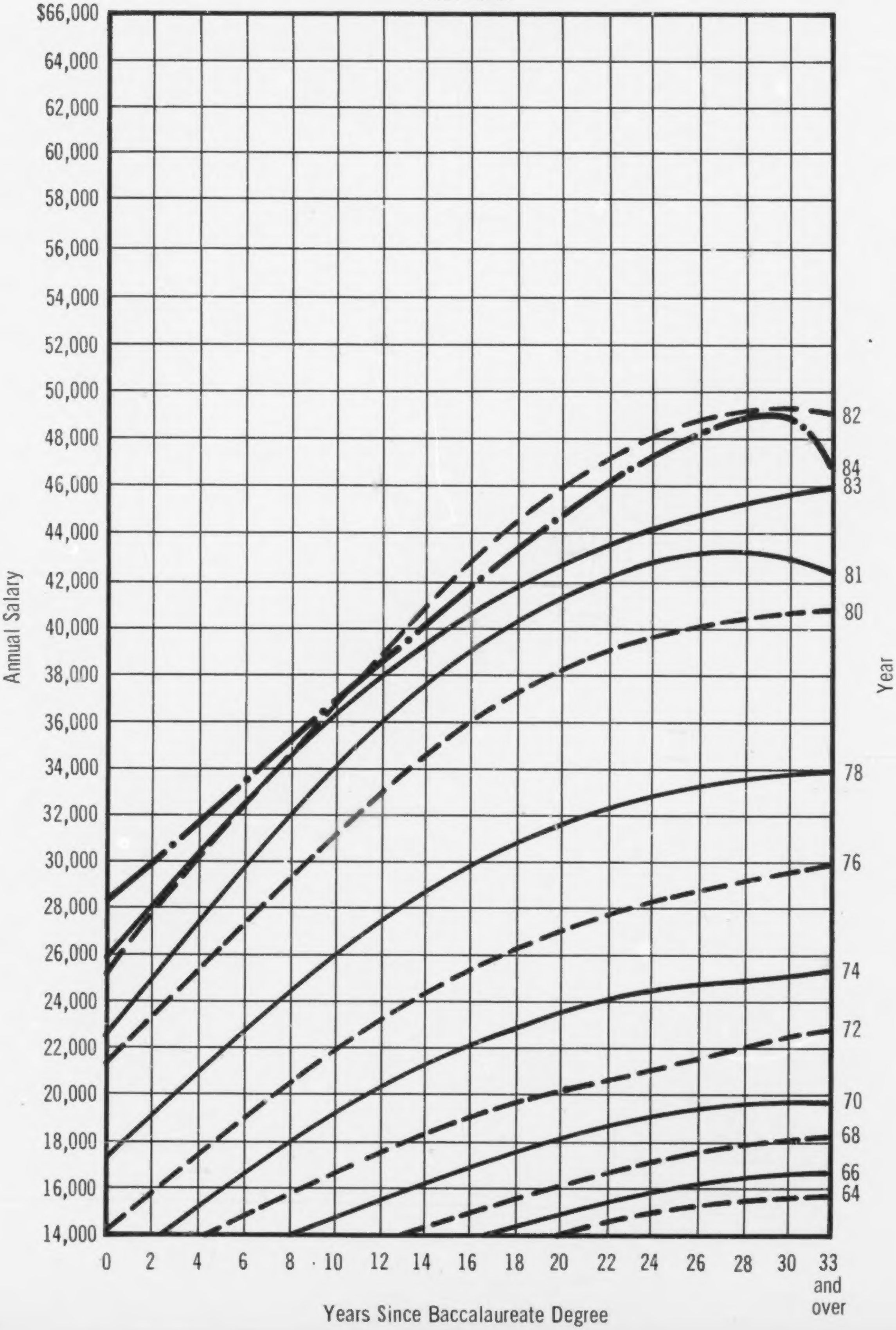
SALARY TREND CURVES

Note: Salaries represented on the trend curves have been taken from the EMC publication, *Professional Income of Engineers* for each reported year. Industry groupings and their titles have differed somewhat from report to report, and different scales of years have been used in earlier charts. All curves for years prior to 1968 are based on raw data. (Please see explanation of curve smoothing in the Introduction.)

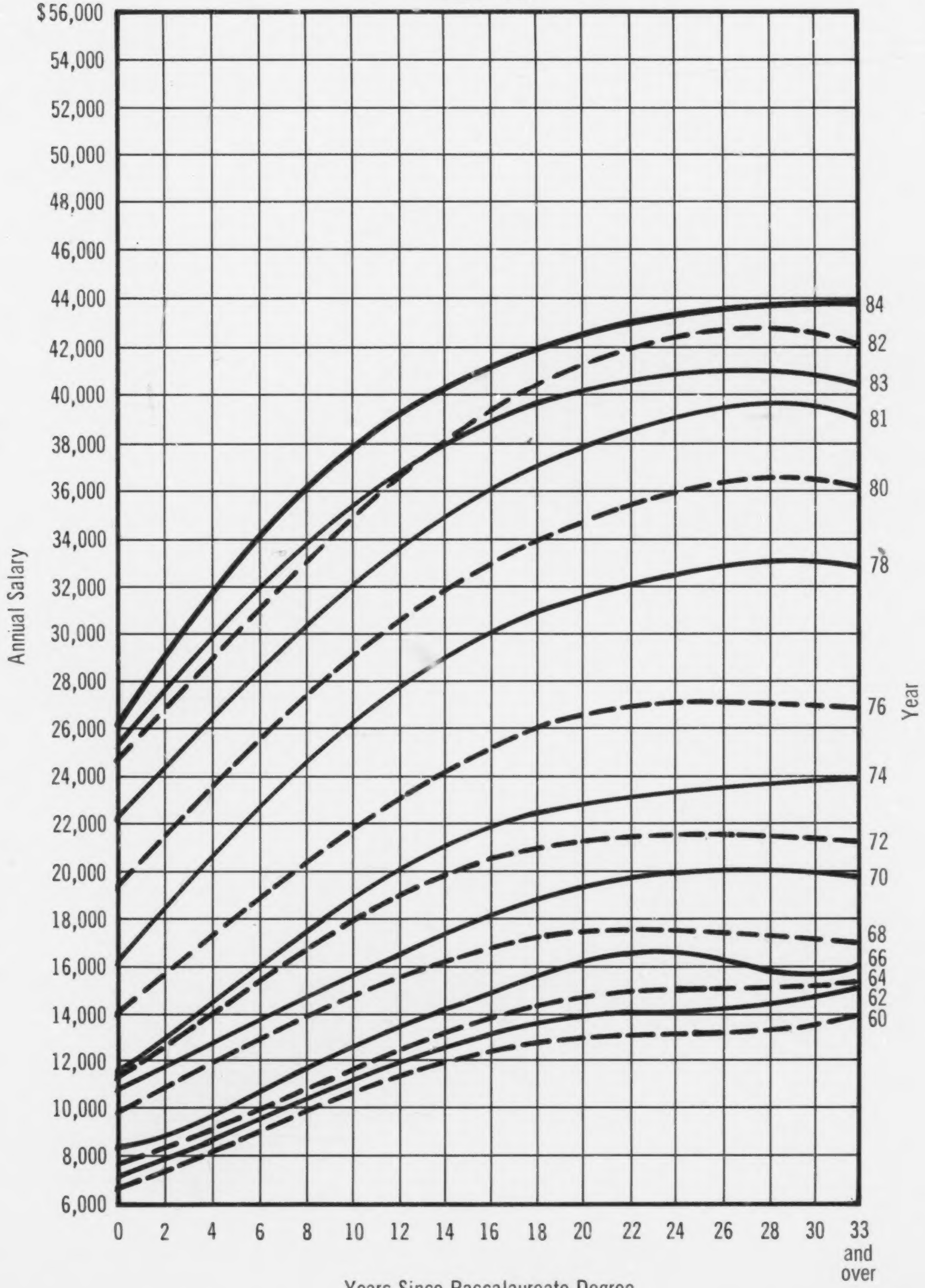
AEROSPACE INDUSTRY MEDIANS
1960–1984



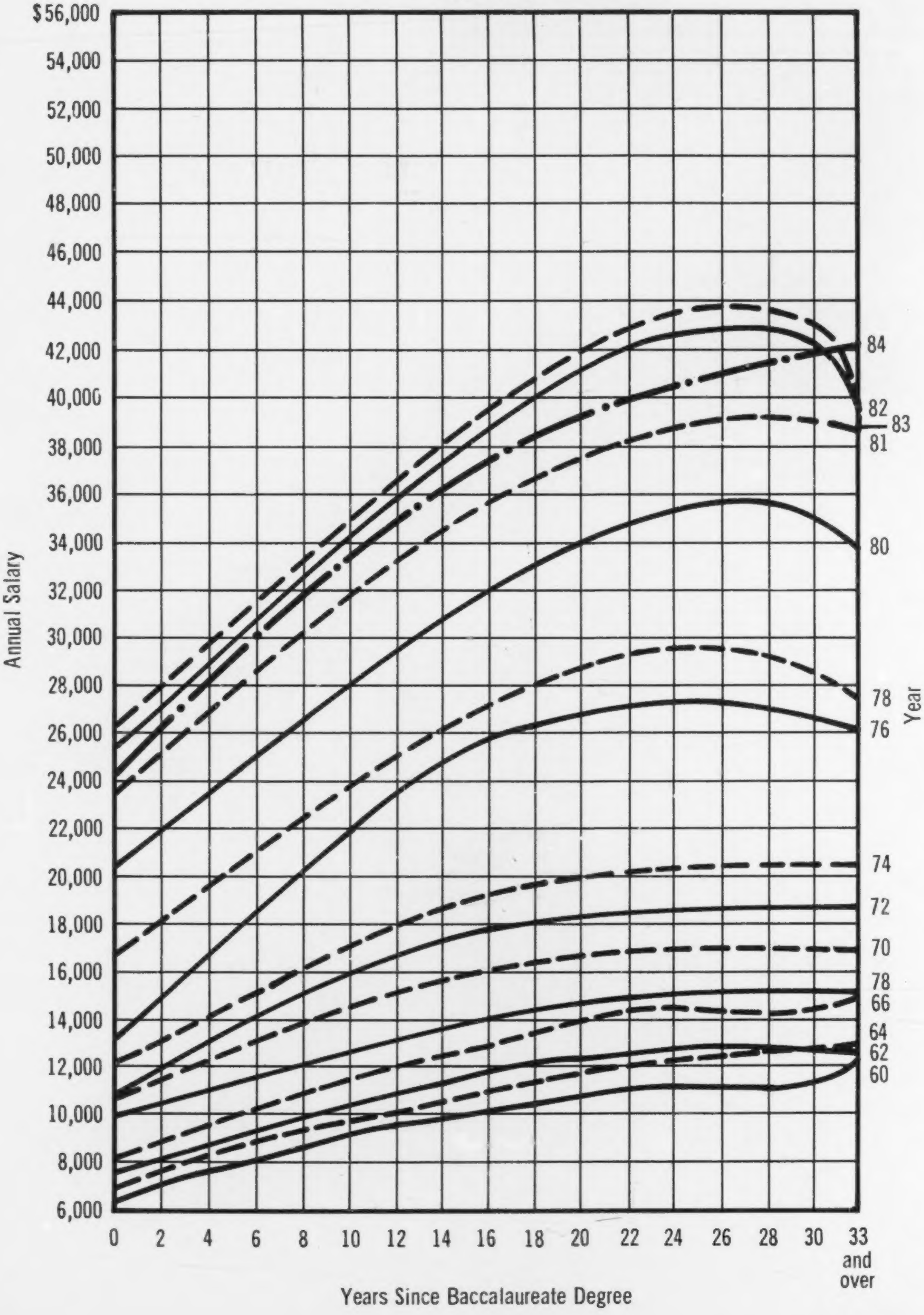
CHEMICAL INDUSTRY MEDIANS
1964–1984



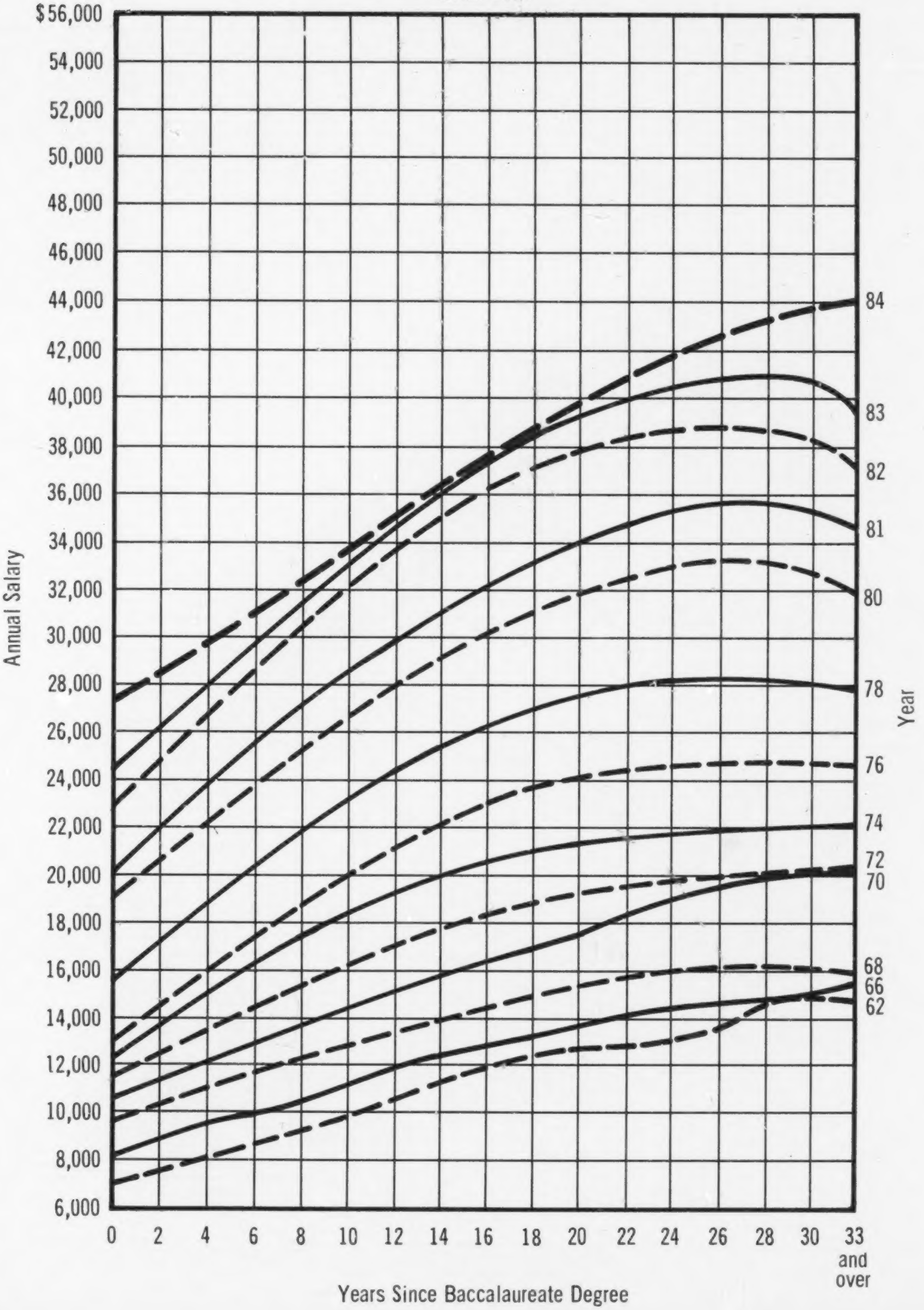
ELECTRICAL AND ELECTRONIC INDUSTRY MEDIANS
1960–1984



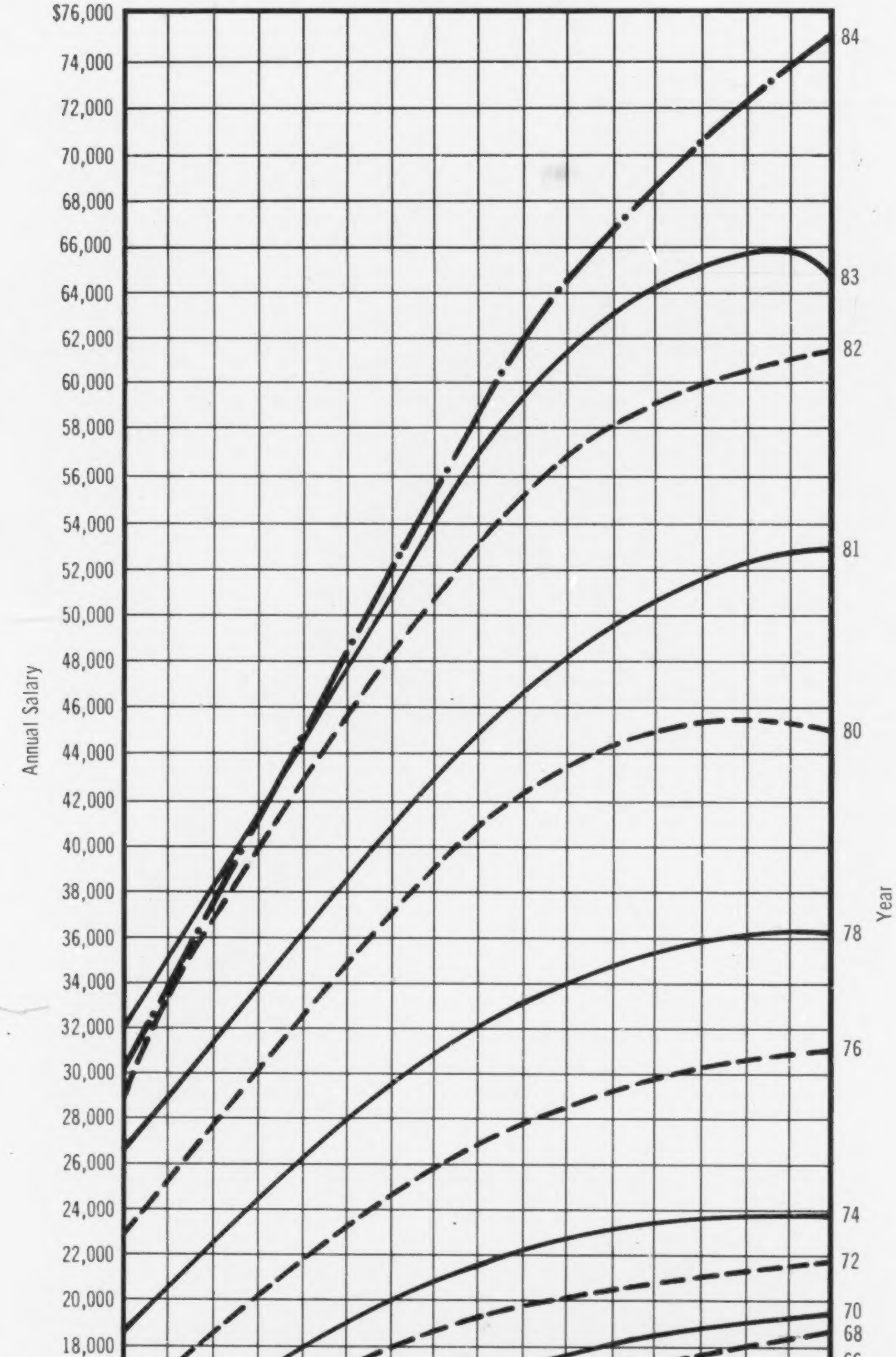
MACHINERY INDUSTRY MEDIANS
1960–1984



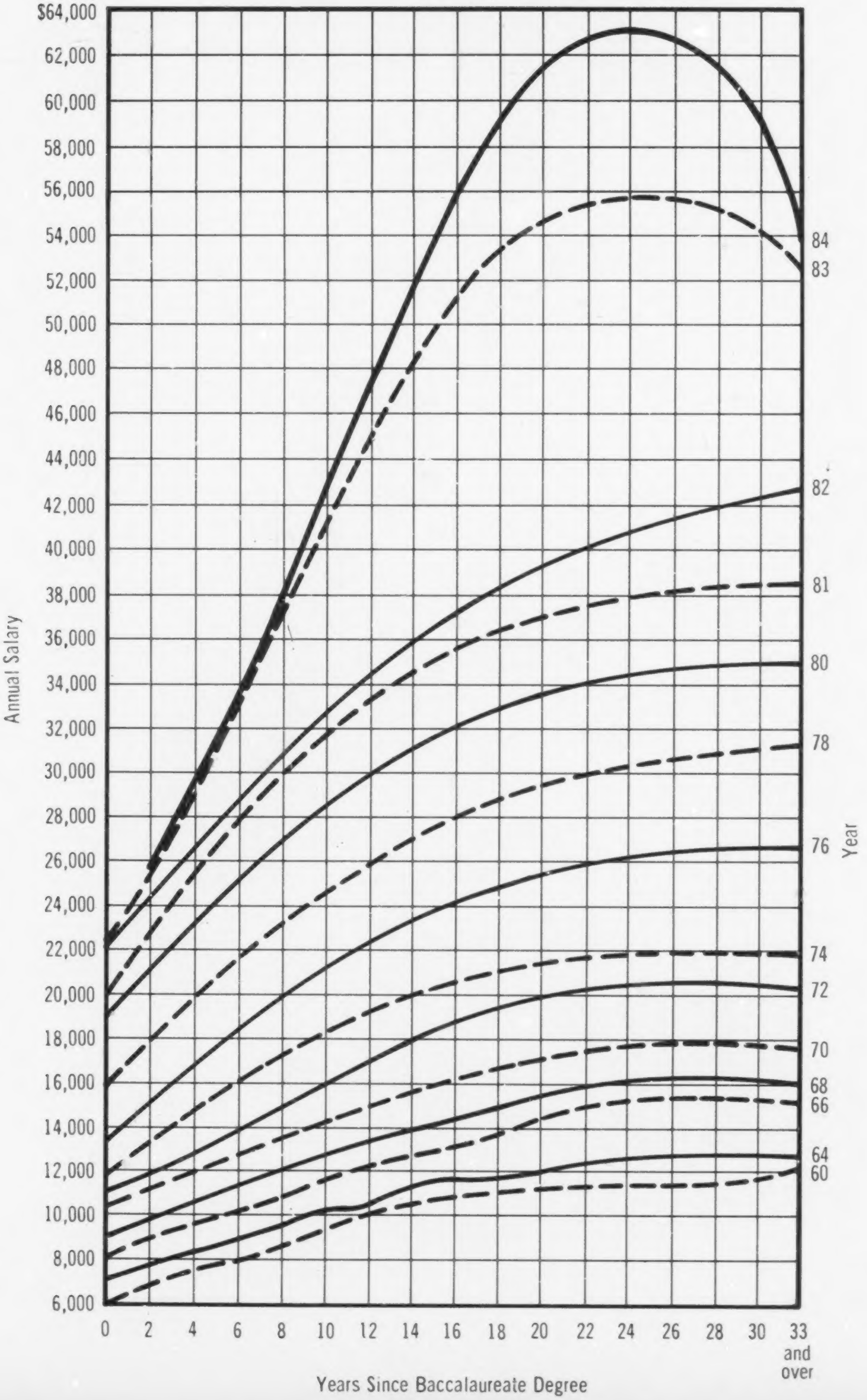
METAL INDUSTRY MEDIANS
1962–1984



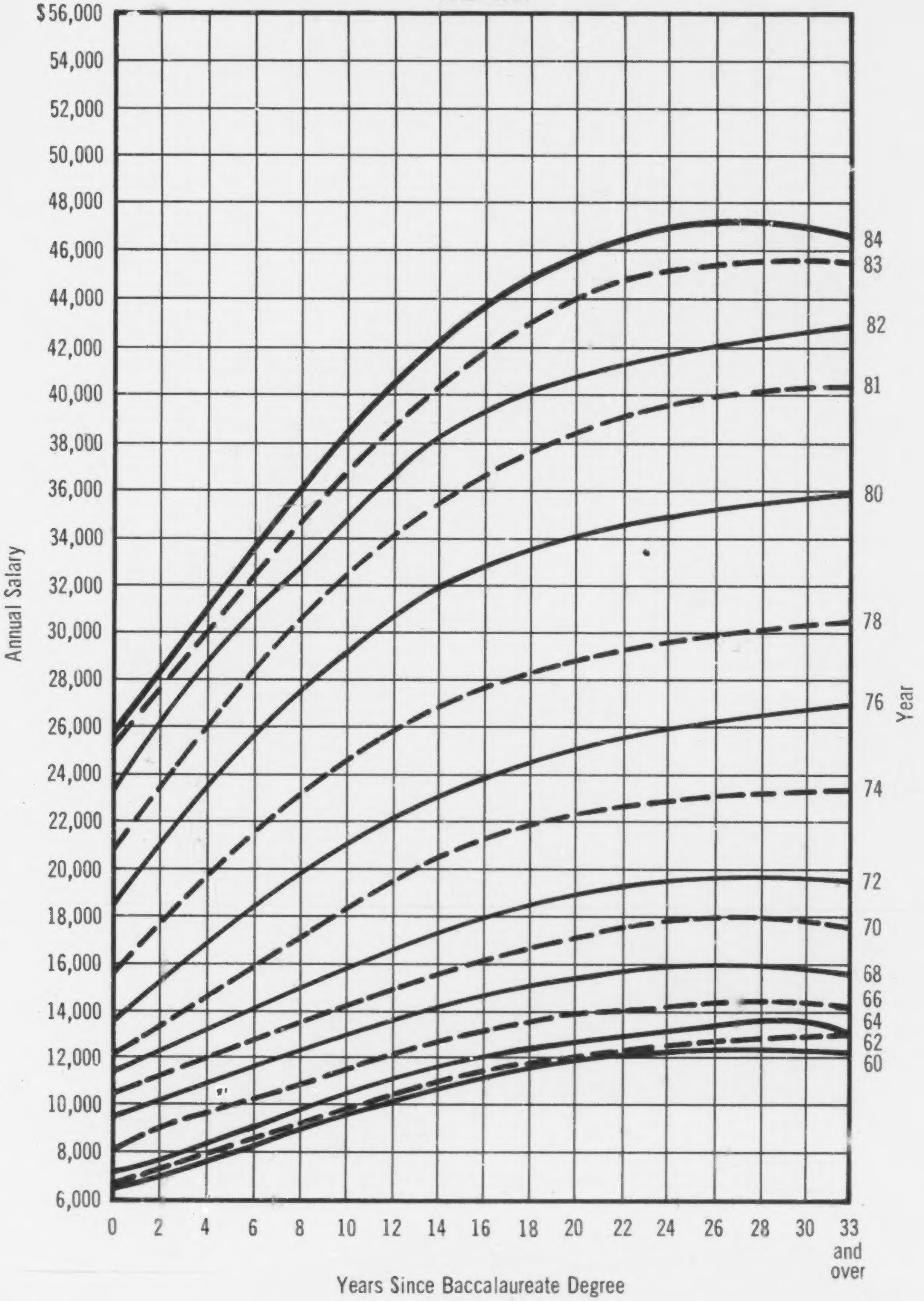
PETROLEUM INDUSTRY MEDIANS 1962–1984



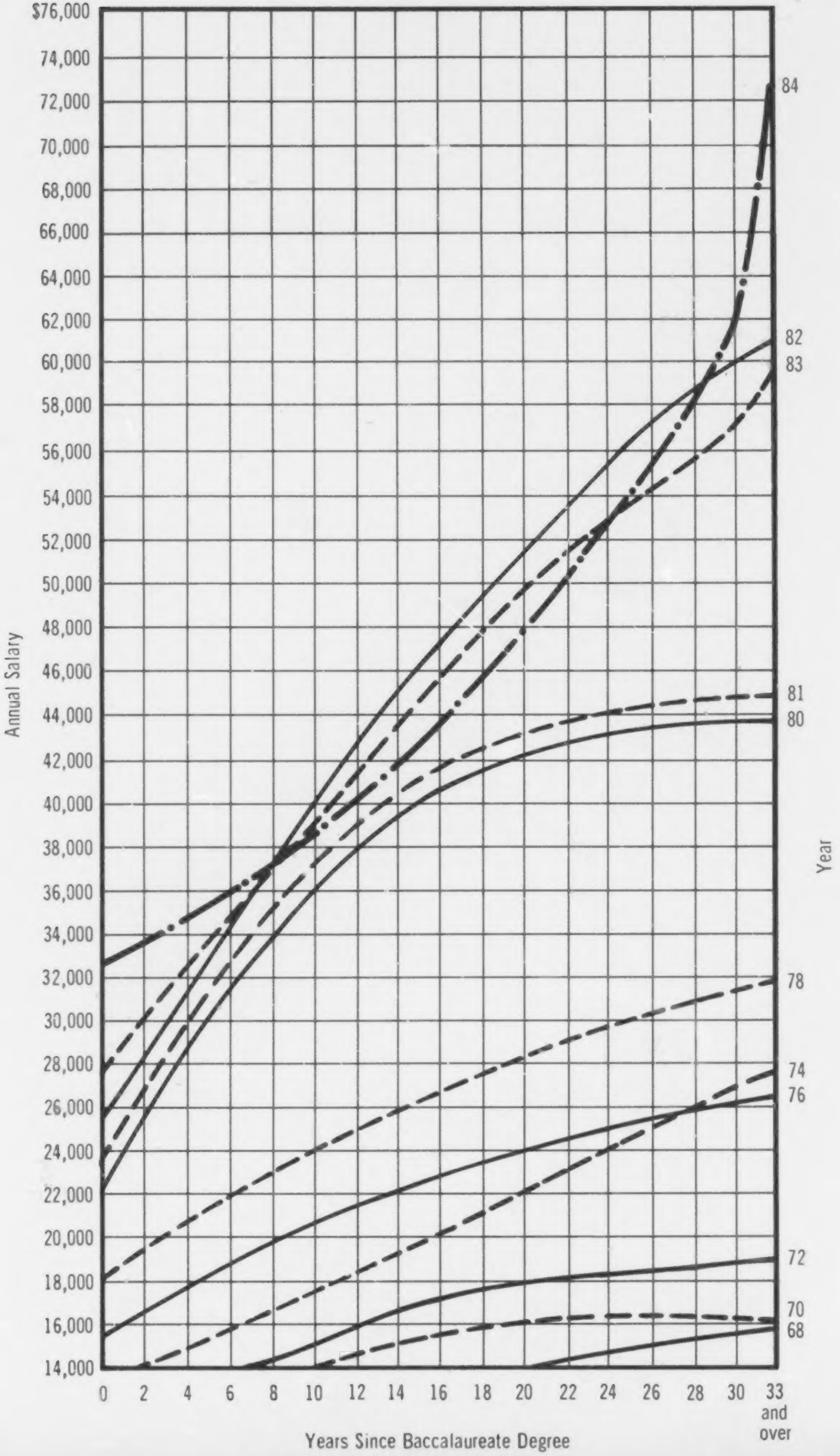
CONSTRUCTION INDUSTRY MEDIANS
1960–1984



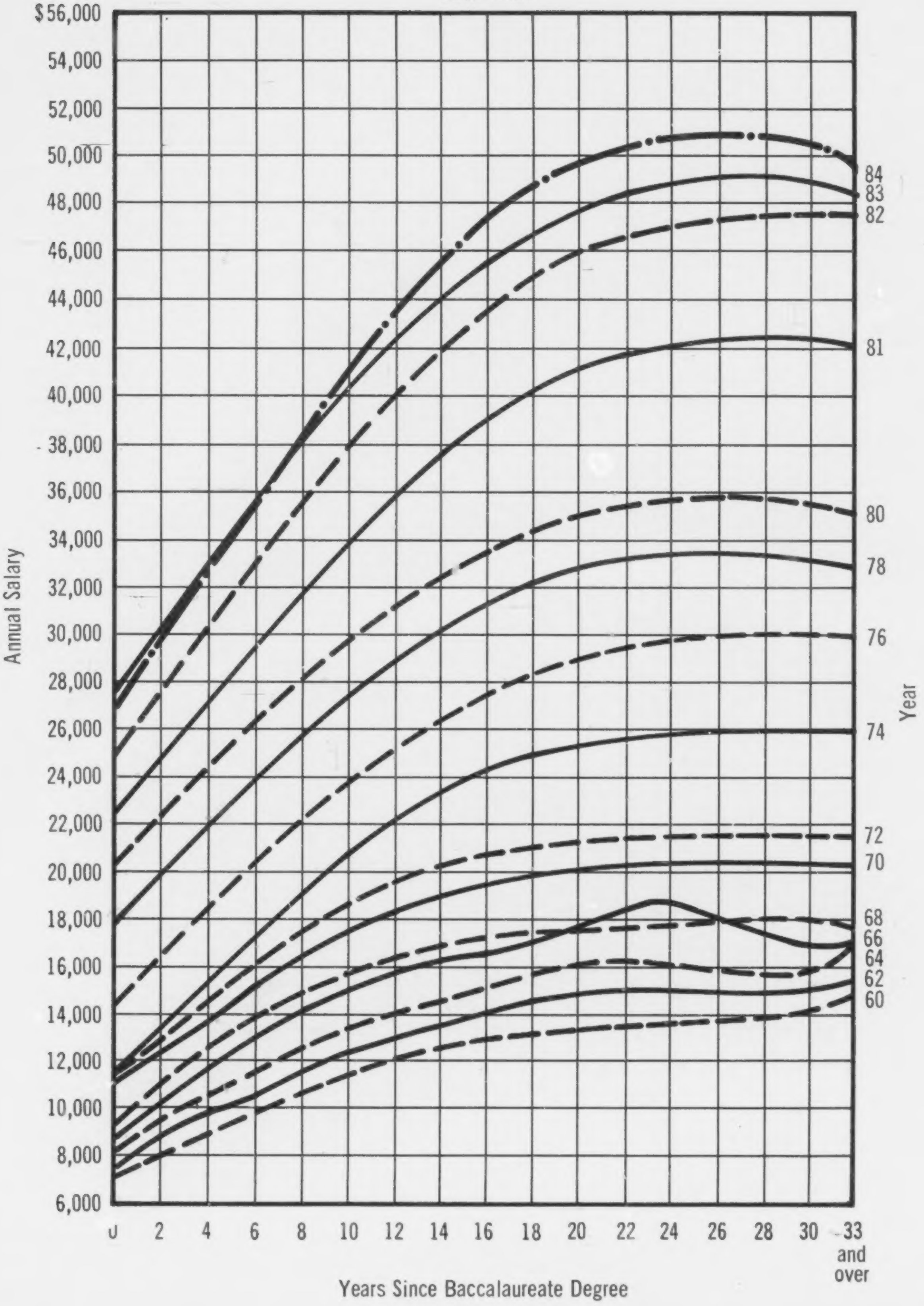
ENGINEERING AND CONSULTING SERVICES MEDIANS
1960–1984



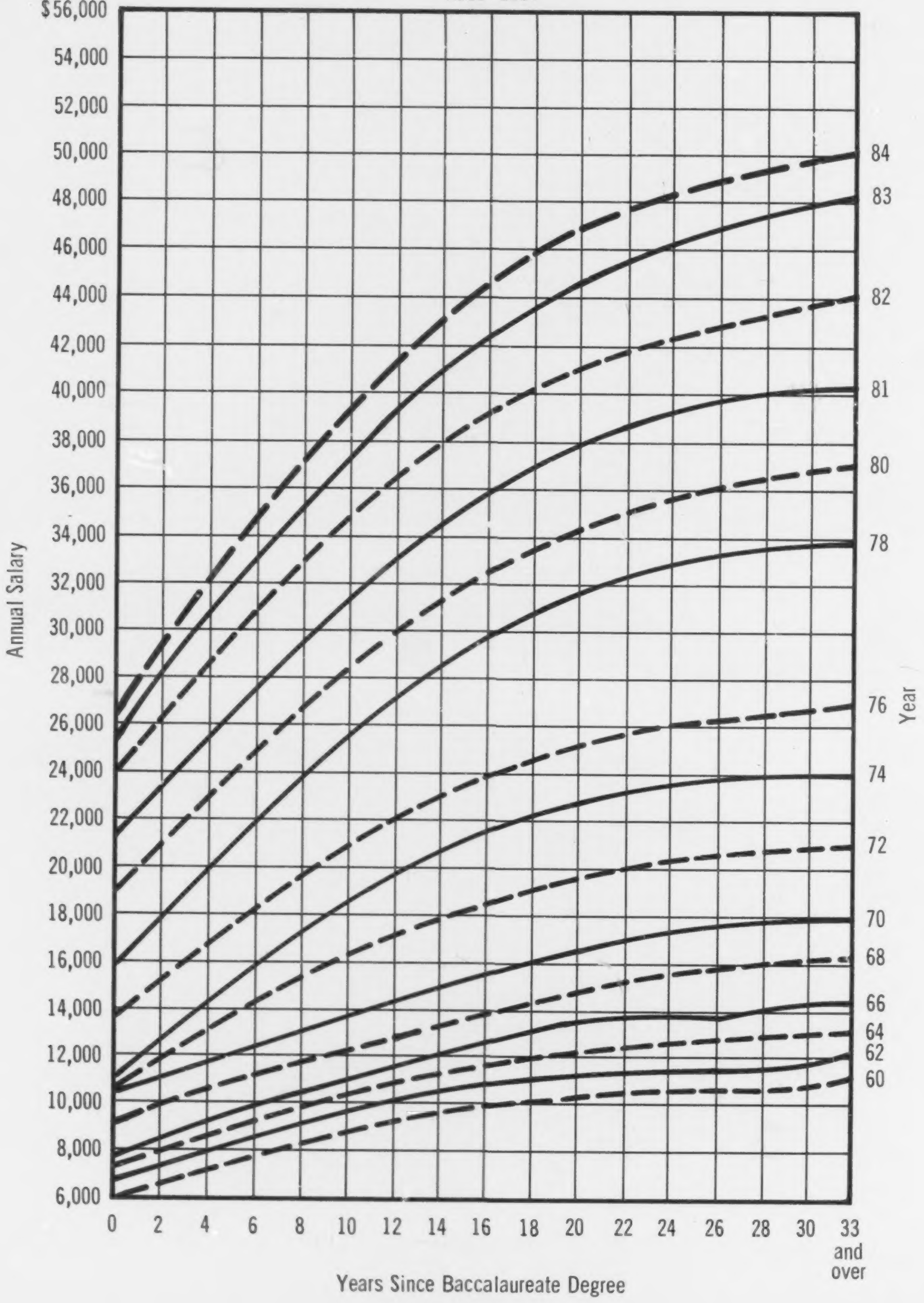
MINING MEDIANS
1968–1984



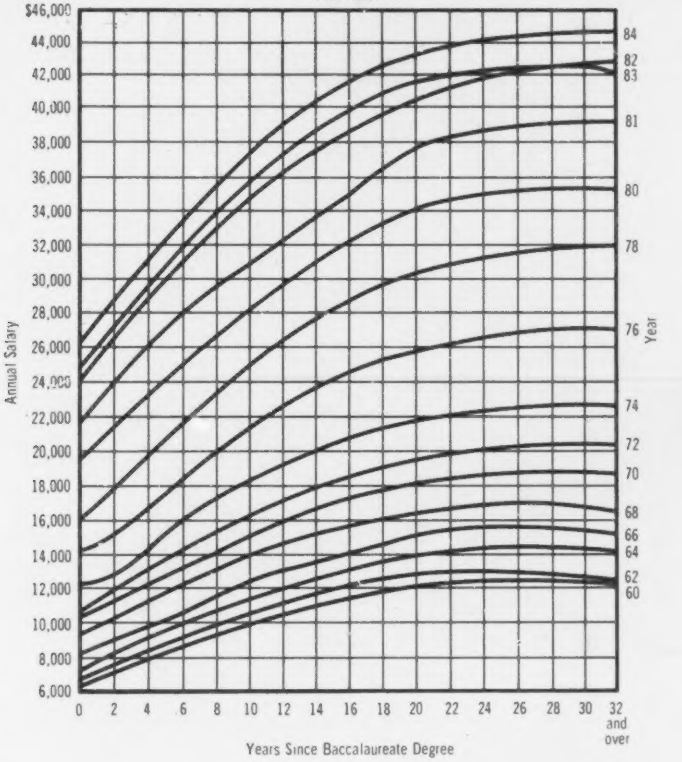
RESEARCH & DEVELOPMENT MEDIANS
1960–1984



UTILITIES MEDIANS
1960–1984



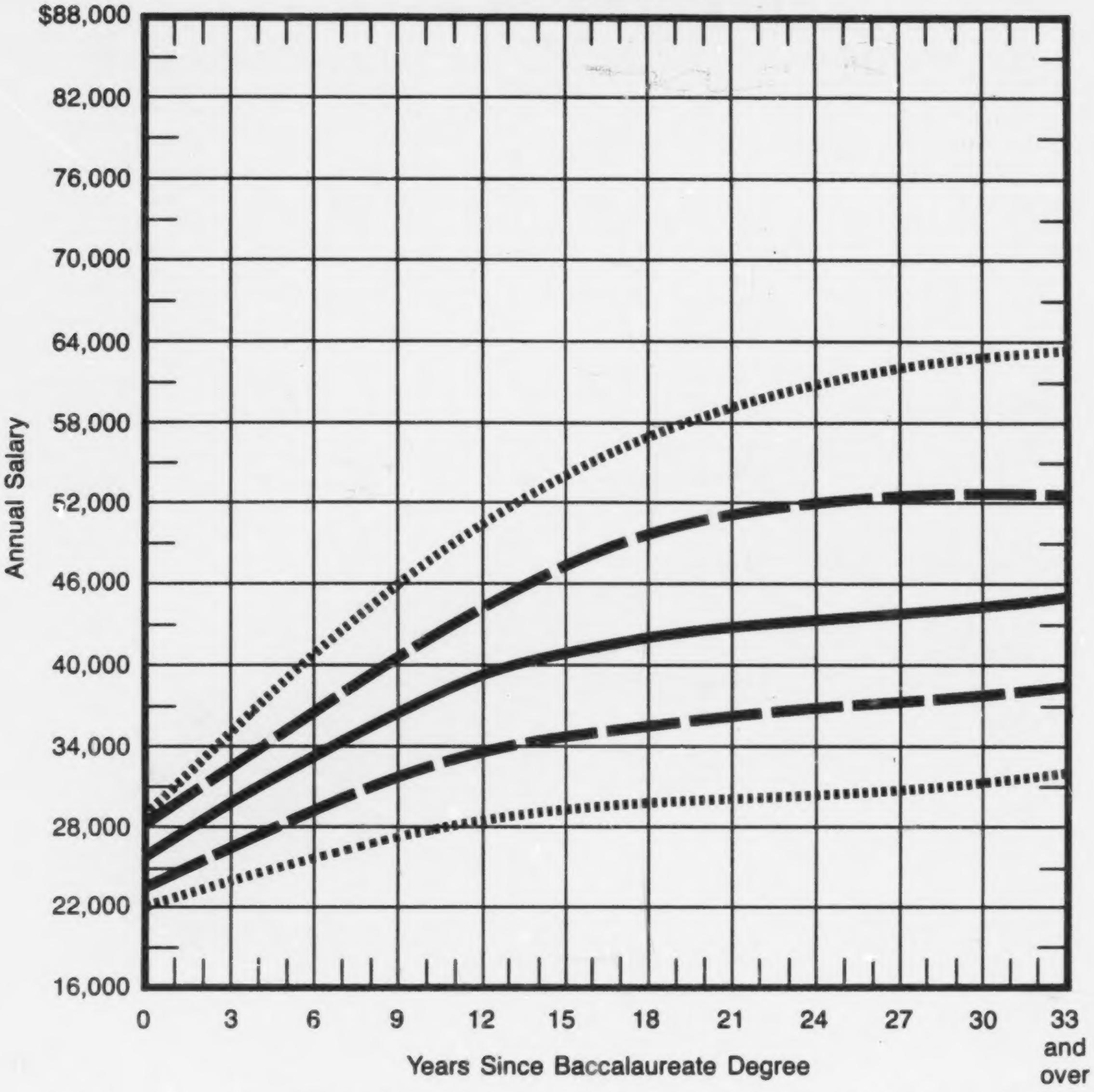
MEDIAN SALARIES OF ENGINEERS
1960–1984



Years Since B.S.	0	2	4	6	8	10	15	20	25	30
Median ($) 1984	26100	28550	31000	33300	35450	37400	41050	43217	44200	44467
Avg. % Increase 1983-84	5.2	5.4	5.6	5.7	5.3	5.2	4.6	4.5	4.6	5.2
Median ($) 1983	24800	27100	29350	31500	33650	35550	39233	41367	42250	42283
Avg. % Increase 1982-83	2.9	2.8	2.6	2.4	2.4	2.4	2.1	1.6	0.8	0.0
Median ($) 1982	24100	26350	28600	30800	32850	34700	38417	40717	41900	42300
Avg. % Increase 1981-82	10.0	10.3	10.2	10.4	11.4	9.8	9.2	8.5	8.1	8.2
Median ($) 1981	21900	23900	25950	27900	29500	31600	35183	37517	38750	39100
Avg. % Increase 1980-81	11.7	11.4	11.4	10.9	10.6	10.5	10.4	10.4	10.5	11.0
Median ($) 1980	19600	21450	23300	25150	26950	28600	31882	33983	35066	35233
Avg. % Increase 1978-80	11.0	10.3	9.3	8.5	8.0	7.5	6.3	5.6	5.7	5.2
Median ($) 1978	16050	17800	19650	21500	23250	24900	28350	30600	31500	31900
Avg. % Increase 1976-78	6.3	8.6	9.0	8.3	8.6	8.3	9.3	9.3	9.0	8.4
Median ($) 1976	14250	15200	16650	18450	19850	21350	23900	25800	26700	27350
Avg. % Increase 1974-76	8.6	9.4	7.4	8.4	8.0	8.7	8.6	9.7	9.3	10.4
Median ($) 1974	12150	12800	14500	15800	17100	18200	20400	21600	22500	22650
Avg. % Increase 1972-74	6.8	3.3	5.1	5.4	5.5	5.7	6.5	6.0	5.7	5.5
Median ($) 1972	10700	12000	13150	14250	15400	16350	18050	19300	20200	21400
Avg. % Increase 1970-72	1.0	3.3	3.9	4.2	4.0	3.8	3.7	4.2	4.3	4.3
Median ($) 1970	10500	11250	12200	13150	14250	13200	16800	17800	18600	18800
Avg. % Increase 1968-70	5.8	4.3	4.2	3.9	4.8	4.9	4.9	4.6	5.2	5.8
Median ($) 1968	9400	10350	11250	12200	13000	13850	15300	16300	16850	16850
Avg. % Increase 1966-68	6.3	7.5	7.7	7.0	6.0	5.4	5.6	4.2	3.8	4.5
Median ($) 1966	8350	9000	9750	10700	11600	12500	13750	15050	15650	15450
Avg. % Increase 1964-66	7.2	5.5	4.5	3.8	4.5	4.8	3.7	4.1	4.5	4.2
Median ($) 1964	7300	8100	8950	9950	10650	11400	12800	13900	14350	14250
Avg. % Increase 1962-64	4.0	4.7	3.6	5.0	4.6	4.8	3.8	4.7	5.8	6.1
Median ($) 1962	6740	7400	8350	9050	9750	10400	11900	12700	12850	12700
Avg. % Increase 1960-62	3.5	2.1	3.5	3.6	2.7	2.8	4.1	2.7	1.8	1.4
Median ($) 1960	6300	7100	7800	8450	9250	9850	11000	12050	12400	12350
Avg. % Increase 1958-60	3.8	5.0	5.7	4.9	5.4	4.1	5.0	5.8	7.7	6.7

WEIGHTED NATIONAL AVERAGES

WEIGHTED NATIONAL AVERAGE
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29750	31600	33500	35400	37300	39200	41000	42800	44550
UPPER QUARTILE	28050	29500	30950	32450	33900	35350	36800	38250	39600
MEDIAN	26100	27350	28550	29800	31000	32150	33300	34400	35450
LOWER QUARTILE	24700	25600	26550	27450	28300	29150	29950	30750	31450
LOWER DECILE	22600	23400	24150	24850	25550	26200	26800	27350	27900
MEAN	26600	27800	29000	30200	31400	32600	33750	34900	35950
TOTAL NUMBER	21176	26146	26131	28021	26732	23666	21763	21781	20168
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	27	73	21	5	13	17	22	4	5

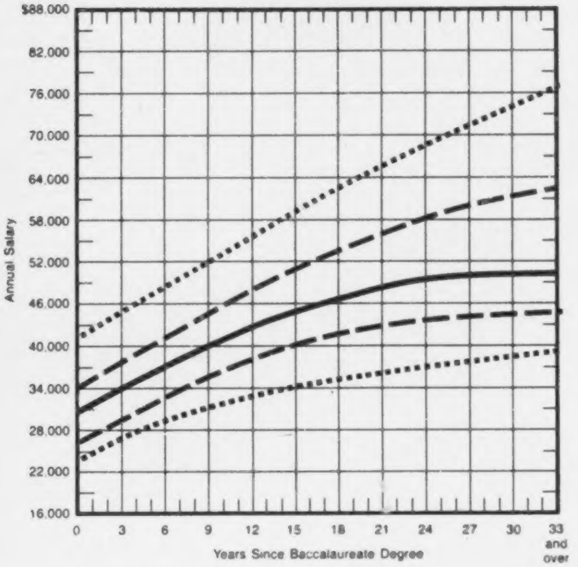
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47850	52150	55650	58350	60300	61600	62450	63000	63250
UPPER QUARTILE	42200	45600	48250	50150	51400	52050	52350	52350	52200
MEDIAN	37400	39850	41650	42950	43750	44200	44400	44500	44500
LOWER QUARTILE	32800	34500	35750	36700	37350	37800	38100	38300	38400
LOWER DECILE	28800	29950	30750	31400	31800	32100	32300	32400	32450
MEAN	38000	40650	42750	44250	45350	46000	46400	46650	46750
TOTAL NUMBER	67049	63982	48608	42628	38049	41135	27476	33986	54476
OVER $88000	0	109	44	349	133	386	398	600	1158
UNDER $17000	13	9	9	6	15	14	8	17	12

LEGEND

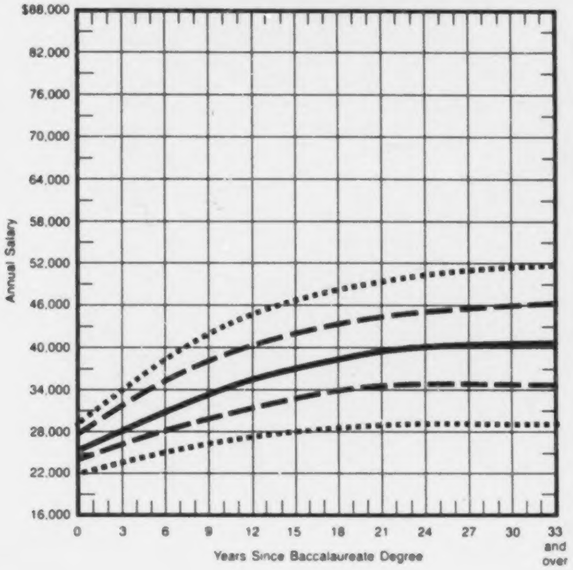
▪▪▪▪▪▪▪▪▪▪▪▪▪▪▪ Upper Decile
— — — — — Upper Quartile
━━━━━━━━ Median
– – – – – – Lower Quartile
▪▪▪▪▪▪▪▪▪▪▪▪▪▪▪ Lower Decile

WEIGHTED NATIONAL AVERAGE

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	41550	42650	43750	44900	46050	47200	48400	49600	50800
UPPER QUARTILE	34850	36050	37300	38550	39800	41050	42300	43550	44800
MEDIAN	30950	32100	33250	34400	35550	36700	37800	38900	39950
LOWER QUARTILE	26150	27450	28750	30000	31250	32400	33550	34600	35600
LOWER DECILE	24300	25250	26250	27150	28100	28950	29800	30650	31400
MEAN	32050	33150	34200	35300	36400	37450	38550	39600	40650
TOTAL NUMBER	202	242	1000	1222	1932	2088	2926	3517	3759
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	4	1	5	1	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53250	56900	60550	64000	67200	70050	72500	74900	76900
UPPER QUARTILE	47200	50650	53700	56250	58300	59750	60700	61350	61300
MEDIAN	41950	44650	46850	48600	49800	50600	51050	51300	51250
LOWER QUARTILE	37400	39600	41250	42450	43250	43800	44150	44400	44550
LOWER DECILE	32850	34750	36250	37400	38250	38900	39350	39700	39900
MEAN	42650	45500	47950	50050	51650	52850	53650	54250	54500
TOTAL NUMBER	18784	23913	19464	19164	16497	18727	12871	14492	22104
OVER $88000	0	109	43	344	132	385	394	597	1143
UNDER $17000	2	5	6	3	6	13	5	13	8

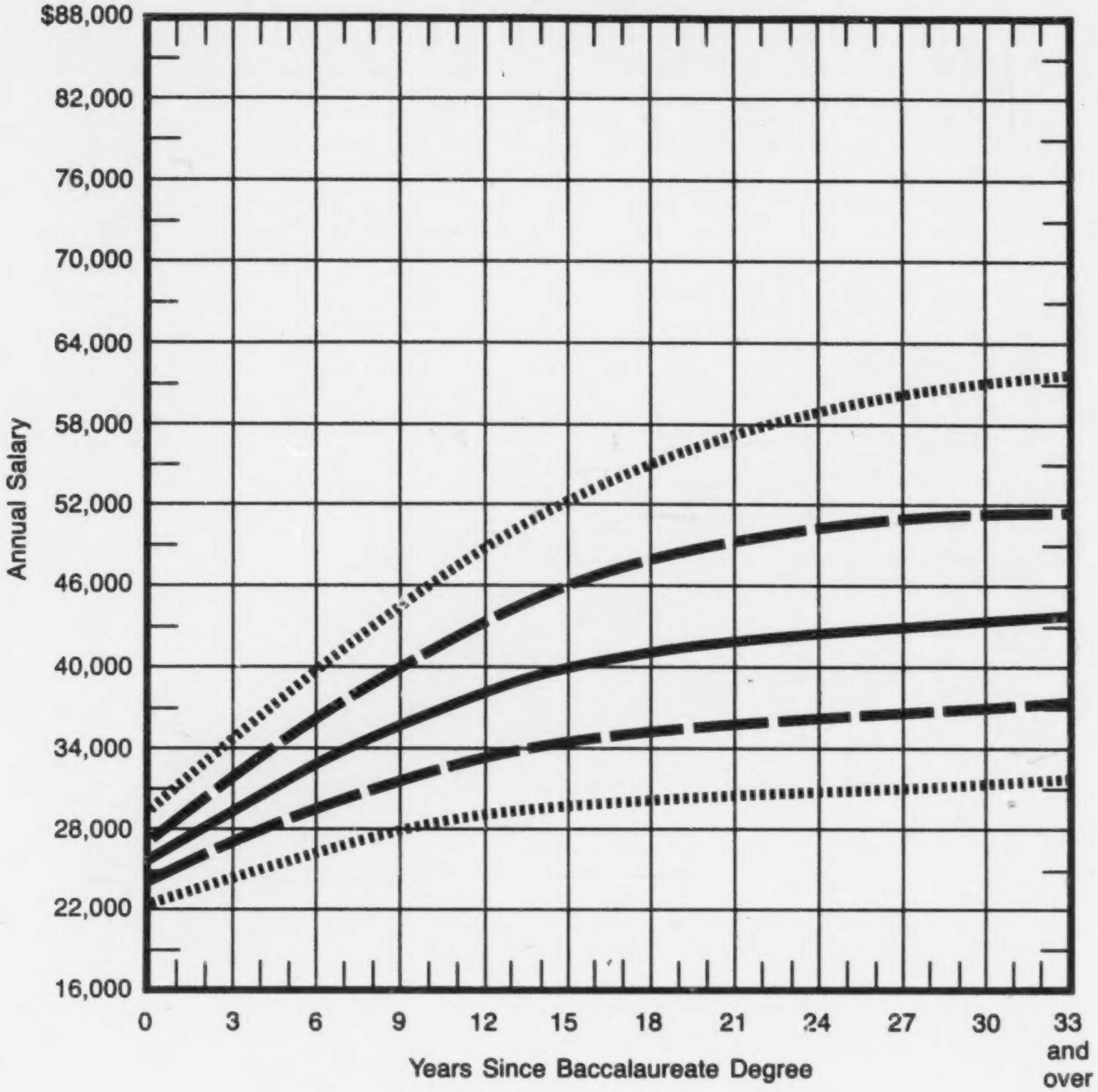
NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29700	31500	33200	34900	36500	38050	39500	40850	42100
UPPER QUARTILE	27900	29450	30900	32300	33650	34900	36100	37200	38200
MEDIAN	26050	27300	28550	29700	30800	31850	32800	33700	34500
LOWER QUARTILE	24750	25650	26500	27350	28100	28800	29450	30050	30600
LOWER DECILE	22600	23400	24150	24850	25500	26050	26550	27000	27400
MEAN	26450	27700	28900	30050	31100	32100	33050	33950	34750
TOTAL NUMBER	20973	25903	25131	26799	24799	21578	18836	18264	16409
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	27	73	21	5	9	16	17	3	5
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44300	46950	48850	50150	51000	51500	51800	52000	52050
UPPER QUARTILE	40000	42100	43600	44600	45300	45700	45950	46100	46150
MEDIAN	35900	37550	38700	39450	40000	40300	40500	40600	40650
LOWER QUARTILE	31550	32650	33450	34000	34400	34600	34750	34850	34900
LOWER DECILE	28050	28800	29250	29550	29750	29850	29900	29950	29950
MEAN	36150	37800	39000	39800	40350	40650	40900	41000	41050
TOTAL NUMBER	48264	40068	29143	23464	21552	22407	14604	19493	32372
OVER $88000	0	0	0	4	1	0	3	3	15
UNDER $17000	11	3	3	3	8	1	3	4	3

LEGEND

⋯⋯	Upper Decile
— — —	Upper Quartile
━━━	Median
— — —	Lower Quartile
⋯⋯	Lower Decile

WEIGHTED NATIONAL AVERAGE
B.S. ENGINEERS

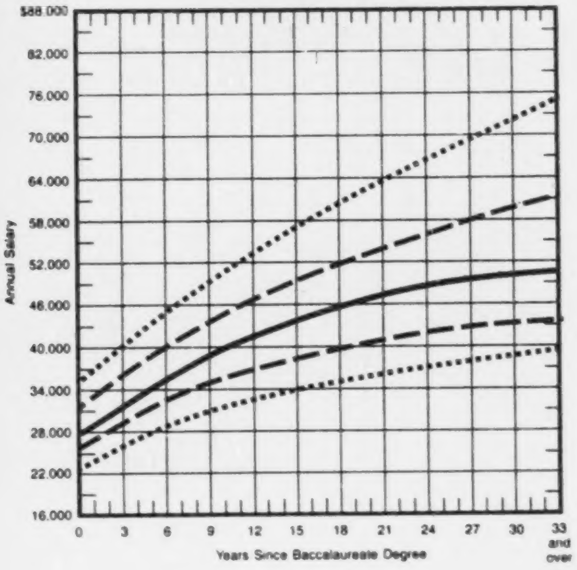


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29500	31200	32950	34700	36450	38200	39900	41550	43150
UPPER QUARTILE	27800	29250	30700	32150	33600	34950	36300	37600	38850
MEDIAN	26000	27250	28450	29600	30750	31850	32900	33900	34800
LOWER QUARTILE	24750	25600	26400	27200	27950	28700	29400	30050	30700
LOWER DECILE	22650	23350	24050	24700	25350	25950	26450	27000	27450
MEAN	26350	27550	28700	29850	31000	32100	33150	34200	35150
TOTAL NUMBER	20670	24548	23223	24183	21497	20413	16804	16307	13650
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	27	73	21	5	13	16	21	4	5

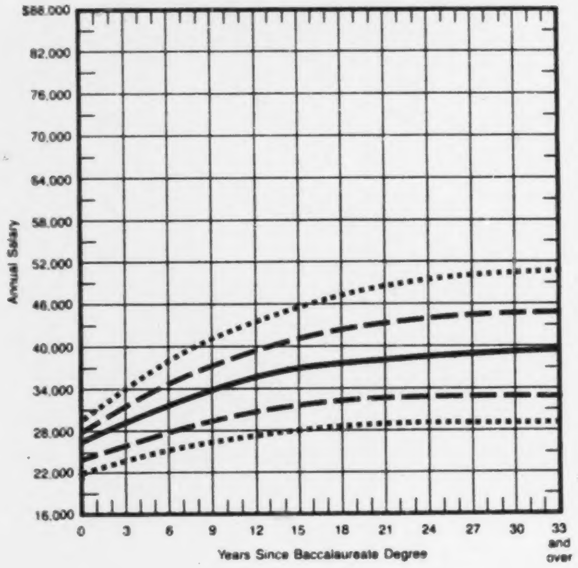
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46200	50250	53550	56150	58100	59500	60450	61200	61600
UPPER QUARTILE	41150	44050	46400	48200	49500	50400	51000	51400	51600
MEDIAN	36550	38650	40300	41550	42400	43000	43400	43700	43850
LOWER QUARTILE	31850	33350	34500	35450	36100	36600	36950	37250	37400
LOWER DECILE	28250	29250	29950	30500	30850	31100	31250	31350	31400
MEAN	37000	39350	41250	42700	43800	44600	45150	45600	45800
TOTAL NUMBER	45992	45404	31737	28243	27822	29918	20537	27954	43637
OVER $88000	0	103	23	156	55	203	199	437	836
UNDER $17000	12	9	9	6	11	13	6	16	9

WEIGHTED NATIONAL AVERAGE
B.S.

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36600	37950	39300	40650	42050	43450	44850	46300	47700
UPPER QUARTILE	31350	32750	34200	35600	37050	38450	39850	41200	42500
MEDIAN	27250	28750	30300	31750	33250	34650	36000	37300	38550
LOWER QUARTILE	26250	27400	28500	29600	30650	31650	32650	33600	34500
LOWER DECILE	23950	24800	25650	26500	27300	28100	28900	29650	30350
MEAN	29050	30350	31600	32850	34100	35350	36550	37700	38850
TOTAL NUMBER	72	111	612	776	1602	1881	2203	2786	2707
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	4	1	4	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50500	54600	58500	62100	65350	68100	70450	72850	75100
UPPER QUARTILE	45050	48550	51550	54000	56000	57500	58600	59550	60200
MEDIAN	40800	43600	45800	47400	48500	49250	49750	50100	50300
LOWER QUARTILE	36200	38300	40000	41300	42250	42950	43400	43800	44000
LOWER DECILE	31700	33500	35000	36200	37150	37850	38350	38800	39100
MEAN	41050	43950	46450	48500	50150	51350	52250	53050	53550
TOTAL NUMBER	12029	16707	11976	13023	11435	12506	9389	12322	17872
OVER $88000	0	103	23	156	55	203	197	437	825
UNDER $17000	2	5	6	3	6	12	3	11	7

NON-SUPERVISORS

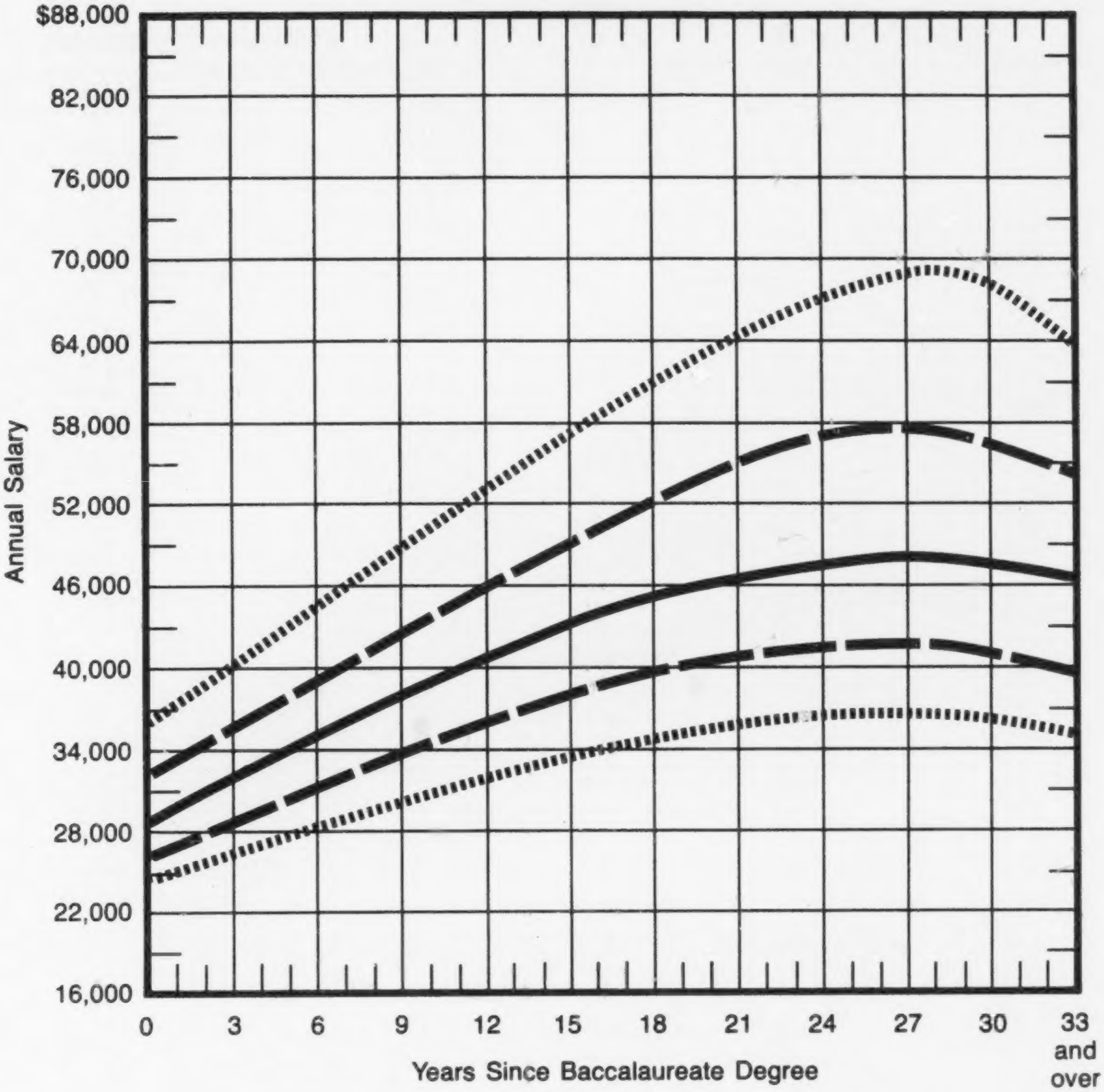
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29400	31150	32850	34450	36050	37500	38900	40200	41400
UPPER QUARTILE	27850	29300	30650	32000	33250	34400	35550	36550	37500
MEDIAN	26050	27250	28400	29500	30500	31450	32350	33150	33850
LOWER QUARTILE	24850	25600	26350	27100	27750	28350	28950	29450	29950
LOWER DECILE	22350	23300	24100	24850	25500	26050	26550	26950	27300
MEAN	26350	27550	28650	29750	30750	31700	32550	33350	34100
TOTAL NUMBER	20598	24437	22611	23407	19895	18531	14600	13520	10943
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	27	73	21	5	9	15	17	3	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43500	45900	47650	48800	49550	50000	50300	50500	50550
UPPER QUARTILE	39150	41100	42450	43400	44000	44400	44650	44800	44850
MEDIAN	35150	36600	37650	38350	38800	39100	39250	39400	39400
LOWER QUARTILE	30800	31750	32500	33000	33350	33550	33700	33800	33850
LOWER DECILE	27850	28450	28750	28950	29050	29150	29150	29150	29150
MEAN	35400	36900	38000	38700	39200	39500	39700	39850	39900
TOTAL NUMBER	33963	28697	19760	15219	16386	17412	11147	15631	25765
OVER $88000	0	0	0	0	0	0	2	0	11
UNDER $17000	9	3	3	3	4	1	3	4	2

LEGEND

▮▮▮▮▮▮▮▮▮	Upper Decile
— — —	Upper Quartile
▬▬▬	Median
— — —	Lower Quartile
▮▮▮▮▮▮▮▮▮	Lower Decile

WEIGHTED NATIONAL AVERAGE
M.S. ENGINEERS



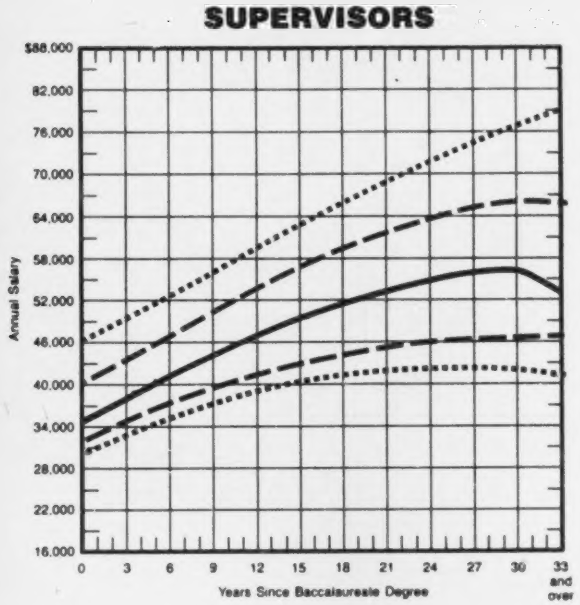
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36450	37650	38900	40200	41500	42800	44200	45600	47000
UPPER QUARTILE	32200	33250	34350	35450	36550	37700	38850	40000	41200
MEDIAN	28550	29600	30700	31750	32800	33900	34950	36000	37000
LOWER QUARTILE	26450	27250	28000	28800	29600	30400	31200	32050	32800
LOWER DECILE	24500	25150	25750	26400	27050	27700	28300	28950	29600
MEAN	29850	30800	31750	32750	33700	34700	35700	36700	37700
TOTAL NUMBER	497	1518	2805	3643	4800	3039	4440	5059	6093
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	1	1	0	0

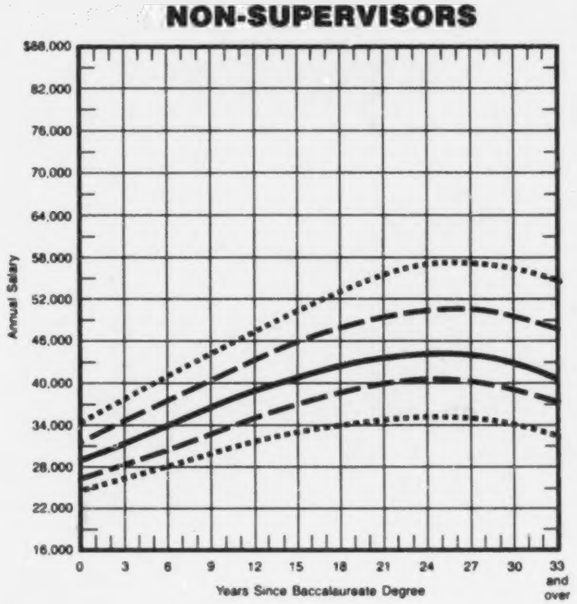
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49900	54250	58550	62500	65800	68200	69450	69100	63400
UPPER QUARTILE	43550	47100	50400	53300	55600	57150	57850	57450	53700
MEDIAN	39000	41700	43950	45700	46900	47600	47800	47600	46650
LOWER QUARTILE	34400	36600	38550	40150	41300	42000	42250	41800	39800
LOWER DECILE	30800	32550	34100	35400	36350	36900	37050	36700	34750
MEAN	39700	42600	45200	47450	49200	50400	50900	50700	48500
TOTAL NUMBER	19762	14907	14378	11369	8872	8935	6276	5473	8964
OVER $88000	0	3	18	107	67	108	186	148	189
UNDER $17000	1	0	0	0	2	0	1	0	2

LEGEND

┅┅┅┅┅┅ **Upper Decile**
— — — — **Upper Quartile**
━━━━━━ **Median**
— — — — **Lower Quartile**
┅┅┅┅┅┅ **Lower Decile**

WEIGHTED NATIONAL AVERAGE
M.S.





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	46250	47250	48300	49350	50400	51500	52600	53700	54800
UPPER QUARTILE	41150	42100	43100	44100	45100	46100	47150	48150	49200
MEDIAN	35950	36750	37600	38400	39250	40100	40950	41800	42700
LOWER QUARTILE	32550	33400	34300	35150	35950	36750	37550	38250	38950
LOWER DECILE	30900	31500	32050	32600	33150	33700	34250	34800	35350
MEAN	37650	38450	39250	40050	40900	41700	42550	43350	44200
TOTAL NUMBER	130	131	386	446	298	170	662	633	925
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57050	60500	63900	67150	70250	73050	75400	77750	79150
UPPER QUARTILE	51250	54300	57200	59900	62200	64050	65300	65950	64250
MEDIAN	44350	46800	49100	51150	52850	54050	54800	54950	52850
LOWER QUARTILE	40300	42000	43350	44450	45250	45850	46300	46650	46900
LOWER DECILE	36350	37800	39100	40200	41100	41750	42100	42200	41400
MEAN	45850	48250	50550	52650	54500	56000	57100	57800	56900
TOTAL NUMBER	6364	5417	6181	4985	4450	5016	3203	1980	3540
OVER $88000	0	3	18	106	66	108	185	145	185
UNDER $17000	0	0	0	0	0	0	1	0	1

NON-SUPERVISORS

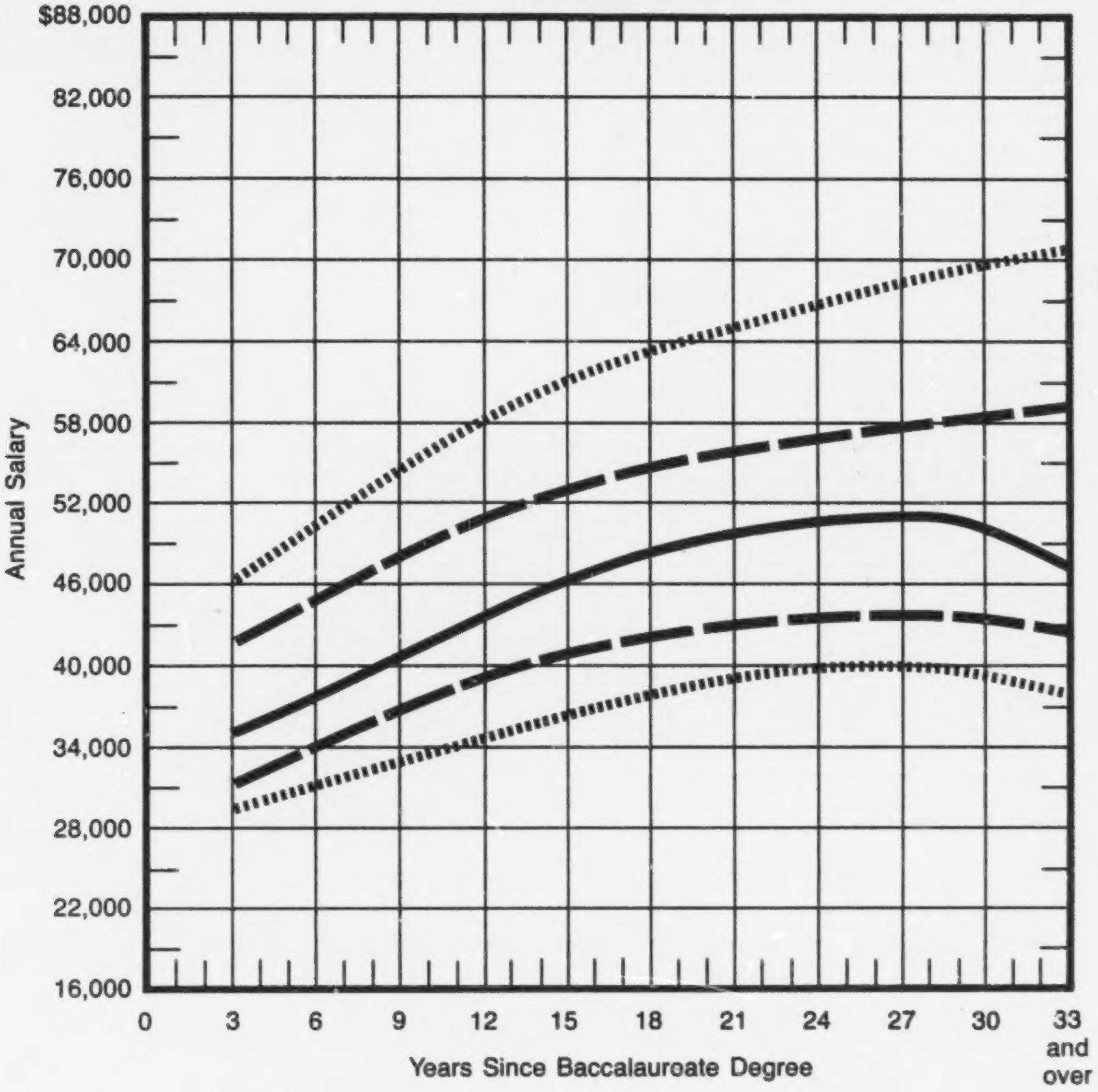
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34950	35900	36850	37850	38850	39850	40800	41850	42850
UPPER QUARTILE	31500	32500	33500	34450	35450	36450	37400	38350	39300
MEDIAN	28850	29650	30500	31350	32200	33050	33900	34750	35550
LOWER QUARTILE	26450	27150	27850	28500	29200	29900	30600	31250	31900
LOWER DECILE	24900	25350	25850	26300	26800	27250	27750	28200	28650
MEAN	29500	30300	31100	31900	32700	33500	34300	35100	35900
TOTAL NUMBER	367	1387	2419	3197	4502	2868	3777	4426	5167
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44800	47700	50400	52700	54600	55950	56650	56650	54350
UPPER QUARTILE	41100	43550	45650	47300	48500	49200	49500	49400	48500
MEDIAN	37150	39350	41200	42700	43700	44250	44350	43950	42250
LOWER QUARTILE	33150	34900	36350	37450	38250	38650	38750	38400	37100
LOWER DECILE	29550	30850	32000	33050	33850	34450	34750	34800	33700
MEAN	37400	39500	41350	42800	43900	44550	44850	44650	43400
TOTAL NUMBER	13397	9489	8196	6384	4422	3918	3073	3492	5423
OVER $88000	0	0	0	1	0	0	1	3	3
UNDER $17000	1	0	0	0	2	0	0	0	1

LEGEND

▮▮▮▮▮▮▮▮▮ Upper Decile
— — — Upper Quartile
▬▬▬ Median
— — — Lower Quartile
▮▮▮▮▮▮▮▮▮ Lower Decile

WEIGHTED NATIONAL AVERAGE
PH.D. ENGINEERS



LEGEND

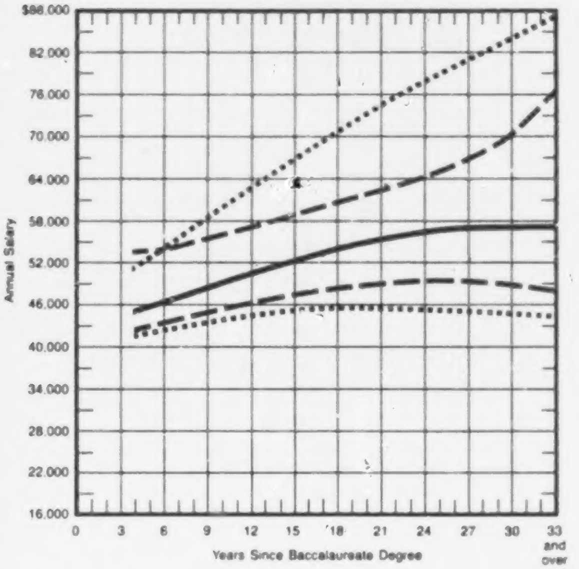
▪▪▪▪▪▪▪▪▪▪▪▪▪▪▪ **Upper Decile**
— — — — — **Upper Quartile**
━━━━━━━ **Median**
— — — — — **Lower Quartile**
▪▪▪▪▪▪▪▪▪▪▪▪▪▪▪ **Lower Decile**

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	46150	47550	48950	50300	51650	52950
UPPER QUARTILE	0	0	0	41700	42900	44050	45150	46250	47250
MEDIAN	0	0	0	34750	35700	36700	37700	38650	39650
LOWER QUARTILE	0	0	0	31300	32250	33200	34100	35000	35850
LOWER DECILE	0	0	0	29300	29950	30550	31200	31850	32450
MEAN	0	0	0	36950	37900	38900	39850	40800	41750
TOTAL NUMBER	0	0	2	195	434	214	518	414	424
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

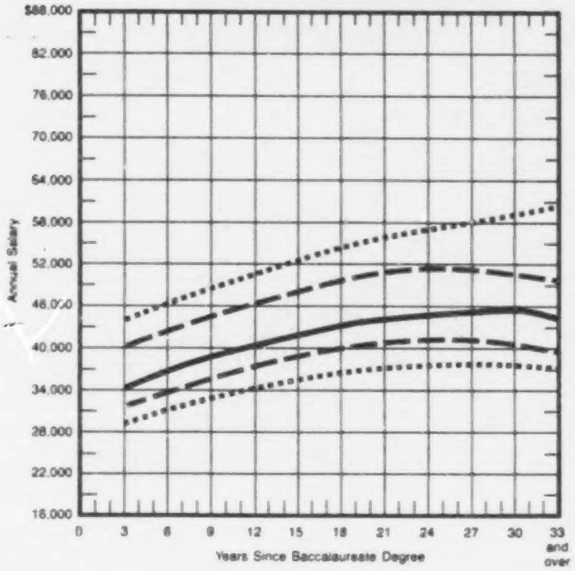
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55400	58800	61700	64100	66050	67600	68750	69800	70650
UPPER QUARTILE	49150	51600	53600	55200	56450	57350	58000	58550	58900
MEDIAN	41600	44350	46850	48900	50400	51200	51350	50500	46950
LOWER QUARTILE	37500	39600	41300	42550	43300	43700	43750	43500	42800
LOWER DECILE	33650	35400	36950	38300	39300	39950	40150	39800	37550
MEAN	43600	46150	48350	50150	51500	52350	52800	52850	51900
TOTAL NUMBER	1294	3669	2492	3016	1354	2281	662	558	1874
OVER $88000	0	1	2	84	10	74	12	15	132
UNDER $17000	0	0	0	0	2	0	0	0	0

WEIGHTED NATIONAL AVERAGE
PH.D

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	51350	52600	53900	55200	56500
UPPER QUARTILE	0	0	0	0	53800	54150	54500	54900	55300
MEDIAN	0	0	0	0	45400	46050	46650	47300	47900
LOWER QUARTILE	0	0	0	0	40950	41550	42200	42800	43400
LOWER DECILE	0	0	0	0	4110C	41450	41800	42100	42400
MEAN	0	0	0	0	46550	47200	47850	48450	49100
TOTAL NUMBER	0	0	2	0	32	35	60	97	126
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	59150	63100	67050	70850	74400	77700	80600	83800	87450
UPPER QUARTILE	56100	57450	58950	60600	62450	64500	66850	70300	78000
MEDIAN	49100	50850	52450	53850	55100	56100	56850	57450	57150
LOWER QUARTILE	44550	46150	47550	48700	49550	50050	50250	49950	47950
LOWER DECILE	42900	43500	43950	44300	44550	44750	44850	44950	45000
MEAN	50400	52250	54050	55750	57300	58700	59900	61150	62150
TOTAL NUMBER	391	1788	1305	1155	610	1204	278	188	691
OVER $88000	0	1	2	81	10	74	12	14	132
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	43500	44300	45100	45900	46700	47450
UPPER QUARTILE	0	0	0	40650	41300	41950	42550	43150	43750
MEDIAN	0	0	0	34750	35300	35900	36450	37050	37600
LOWER QUARTILE	0	0	0	31200	31850	32450	33050	33700	34300
LOWER DECILE	0	0	0	28850	29350	29800	30300	30750	31250
MEAN	0	0	0	36000	36600	37200	37800	38400	39000
TOTAL NUMBER				195	402	178	458	317	298
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

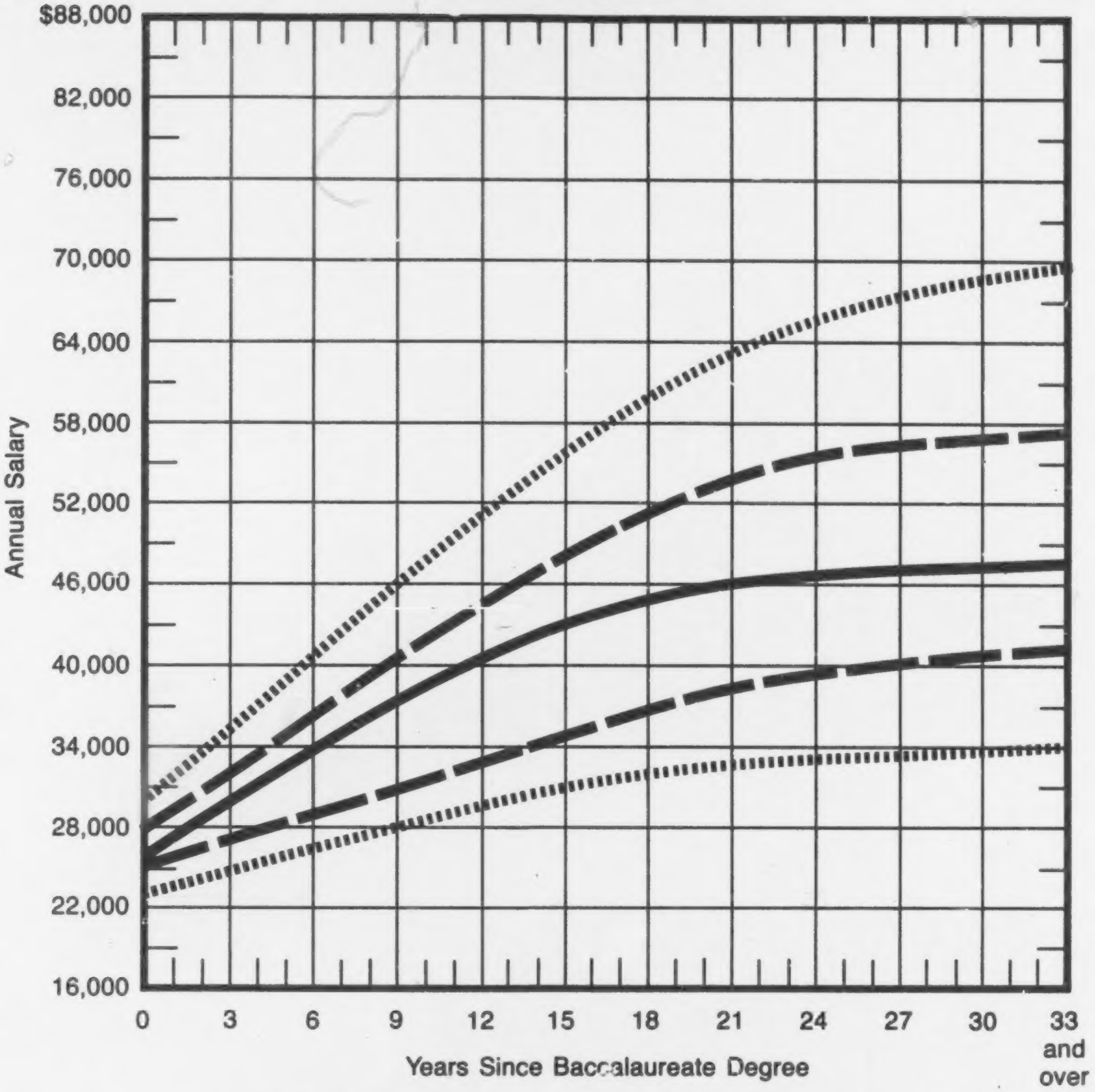
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48900	50950	52800	54450	55850	57050	58000	59000	60000
UPPER QUARTILE	44900	46550	47950	49150	50050	50600	50850	50600	48800
MEDIAN	38750	40350	41850	43150	44250	45150	45700	46050	45250
LOWER QUARTILE	35500	37150	38650	39900	40850	41400	41600	41250	39050
LOWER DECILE	32150	33500	34750	35800	36750	37450	37950	38200	37600
MEAN	40150	41750	43250	44600	45700	46500	47050	47250	46300
TOTAL NUMBER	903	1880	1186	1860	744	1076	383	369	1182
OVER $88000	0	0	0	3	0	0	0	0	0
UNDER $17000	0	0	0	0	2	0	0	0	0

LEGEND

- ▪▪▪▪▪▪▪▪▪ **Upper Decile**
- — — — **Upper Quartile**
- ▬▬▬ **Median**
- — — — **Lower Quartile**
- ▪▪▪▪▪▪▪▪▪ **Lower Decile**

CURVES AND TABLES BY SIZE OF EMPLOYER

LARGE INDUSTRIAL EMPLOYERS
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30400	32050	33800	35550	37350	39200	41000	42800	44650
UPPER QUARTILE	28350	29900	31400	32950	34500	36050	37550	39050	40500
MEDIAN	26650	27900	29200	30450	31700	32950	34150	35350	36450
LOWER QUARTILE	25050	25950	26850	27750	28600	29500	30350	31150	32000
LOWER DECILE	23400	24000	24650	25300	25900	26500	27050	27600	28150
MEAN	27250	28400	29600	30800	31950	33150	34350	35500	36600
TOTAL NUMBER	653	969	1237	1100	1079	1036	898	847	827
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0

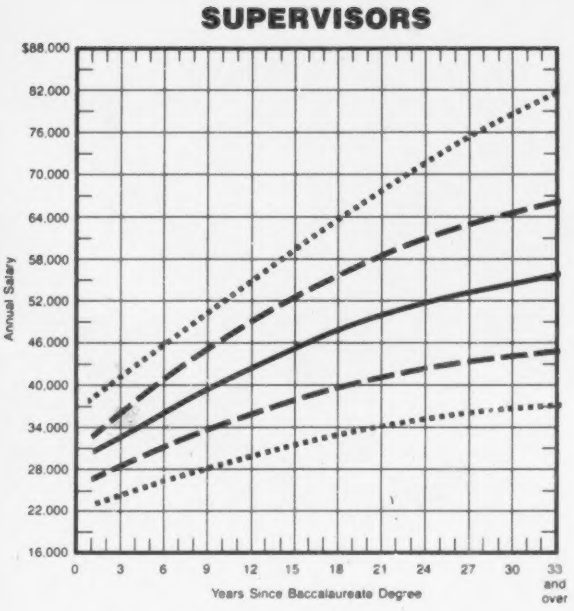
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48200	53150	57500	61100	63900	66000	67500	68750	69650
UPPER QUARTILE	43250	46950	50050	52450	54250	55550	56450	57150	57600
MEDIAN	38550	41300	43400	45000	46150	46850	47350	47700	47900
LOWER QUARTILE	33500	35500	37100	38350	39250	39850	40200	40400	40450
LOWER DECILE	29150	30500	31600	32450	33050	33500	33750	33950	34050
MEAN	38800	41750	44250	46250	47750	48800	49500	50050	50350
TOTAL NUMBER	2826	2468	1891	1760	1556	1552	1198	1334	1999
OVER $88000	0	2	6	11	30	25	25	44	73
UNDER $17000	0	0	0	1	0	0	0	2	1

LEGEND

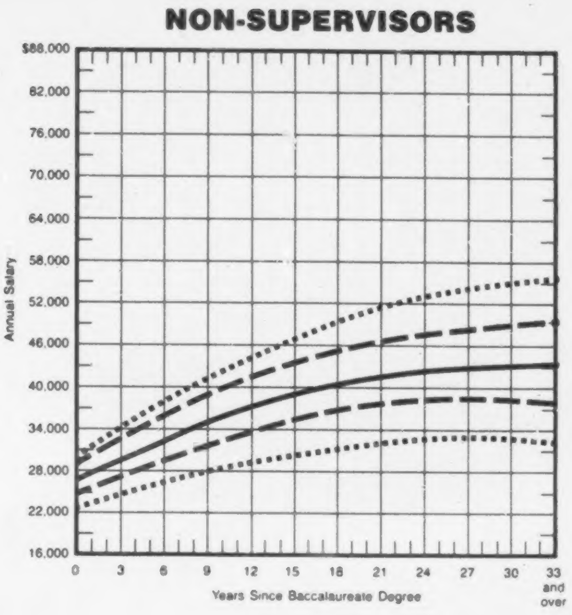
┇┇┇┇┇┇┇┇ **Upper Decile**
— — — — **Upper Quartile**
━━━━━━ **Median**
— — — — **Lower Quartile**
┇┇┇┇┇┇┇┇ **Lower Decile**

LARGE INDUSTRIAL EMPLOYERS

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	38450	40000	41600	43250	44950	46600	48300	50000
UPPER QUARTILE	0	33750	35300	36850	38450	40050	41600	43150	44700
MEDIAN	0	30200	31650	33100	34550	35950	37350	38700	40000
LOWER QUARTILE	0	27450	28550	29650	30750	31800	32800	33800	34750
LOWER DECILE	0	23400	24150	24950	25750	26500	27200	27900	28600
MEAN	0	31150	32450	33750	35000	36300	37600	38850	40050
TOTAL NUMBER	3	13	42	65	92	97	158	177	185
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53450	58450	63200	67550	71350	74550	77100	79550	81850
UPPER QUARTILE	47700	51850	55450	58450	60850	62700	64050	65200	66100
MEDIAN	42450	45700	48350	50450	52000	53150	53900	54550	55000
LOWER QUARTILE	36500	38750	40600	42000	43100	43850	44400	44850	45150
LOWER DECILE	29900	31600	33000	34200	35100	35750	36250	36700	37000
MEAN	42400	45650	48500	50850	52750	54250	55300	56300	57050
TOTAL NUMBER	907	1066	811	873	790	797	530	627	944
OVER $88000	0	2	6	11	29	25	24	43	72
UNDER $17000	0	0	0	0	0	0	0	1	1

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30450	32050	33600	35150	36700	38150	39600	40950	42300
UPPER QUARTILE	28400	29900	31350	32750	34150	35450	36700	37950	39050
MEDIAN	26800	27950	29150	30300	31400	32500	33600	34600	35550
LOWER QUARTILE	25250	26000	26800	27600	28350	29100	29850	30600	31300
LOWER DECILE	23550	24100	24700	25300	25850	26400	26950	27450	27950
MEAN	27350	28450	29500	30550	31600	32600	33550	34500	35400
TOTAL NUMBER	649	956	1195	1035	986	938	740	670	641
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44700	47750	50150	51950	53250	54150	54750	55250	55450
UPPER QUARTILE	41150	43750	45750	47200	48250	48900	49350	49650	49800
MEDIAN	37300	39450	41050	42200	42900	43350	43600	43750	43800
LOWER QUARTILE	32600	34350	35800	36900	37650	38100	38300	38250	37950
LOWER DECILE	28850	30050	31000	31750	32250	32500	32650	32650	32450
MEAN	37050	39200	40850	42100	42950	43550	43850	44100	44250
TOTAL NUMBER	1919	1402	1079	887	765	755	667	707	1055
OVER $88000	0	0	0	0	1	0	0	1	0
UNDER $17000	0	0	0	1	0	0	0	1	0

LEGEND

▮▮▮▮▮▮▮▮▮ Upper Decile
— — — Upper Quartile
▬▬▬ Median
— — — Lower Quartile
▮▮▮▮▮▮▮▮▮ Lower Decile

LARGE EMPLOYERS, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30200	31900	33600	35300	37050	38800	40550	42300	44050
UPPER QUARTILE	28350	29850	31300	32800	34250	35700	37100	38500	39850
MEDIAN	26650	27850	29100	30300	31500	32650	33750	34800	35850
LOWER QUARTILE	25150	25950	26700	27500	28250	29000	29750	30450	31150
LOWER DECILE	23450	24050	24650	25200	25750	26300	26800	27300	27750
MEAN	27150	28250	29400	30550	31650	32750	33850	34950	35950
TOTAL NUMBER	639	931	1142	993	958	906	750	663	612
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47400	52100	56200	59600	62300	64350	65850	67150	68050
UPPER QUARTILE	42450	45850	48700	50950	52650	53900	54800	55500	56000
MEDIAN	37750	40150	42050	43550	44600	45350	45850	46250	46500
LOWER QUARTILE	32450	34200	35600	36800	37650	38350	38800	39200	39500
LOWER DECILE	28600	29700	30650	31350	31900	32350	32650	32950	33100
MEAN	37950	40650	42900	44750	46200	47250	48050	48750	49250
TOTAL NUMBER	2064	1743	1203	1107	1040	1090	877	1037	1589
OVER $88000	0	0	2	4	12	15	21	24	55
UNDER $17000	0	0	0	1	0	0	0	2	1

LARGE EMPLOYERS, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	36700	38300	39950	41600	43300	45000	46750	48450
UPPER QUARTILE	0	33700	35100	36600	38050	39500	40950	42400	43800
MEDIAN	0	31350	32550	33700	34850	35950	37050	38150	39200
LOWER QUARTILE	0	29800	30450	31100	31750	32350	33000	33600	34200
LOWER DECILE	0	24300	24900	25500	26100	26650	27250	27800	28300
MEAN	0	31250	32400	33550	34700	35800	36950	38050	39150
TOTAL NUMBER	2	10	38	58	79	87	136	143	140
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51850	56850	61500	65700	69300	72350	74750	77050	79050
UPPER QUARTILE	46550	50350	53700	56550	58850	60650	62050	63300	64250
MEDIAN	41200	43950	46250	48150	49700	50850	51750	52500	53100
LOWER QUARTILE	35350	37000	38450	39800	40900	41900	42650	43500	44300
LOWER DECILE	29350	30700	31950	32950	33850	34500	35050	35600	36050
MEAN	41250	44200	46800	49000	50850	52300	53450	54500	55350
TOTAL NUMBER	691	778	526	574	569	595	396	504	771
OVER $88000	0	0	2	4	11	15	21	24	55
UNDER $17000	0	0	0	0	0	0	0	1	1

LARGE EMPLOYERS, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30350	31850	33350	34850	36300	37750	39100	40400	41650
UPPER QUARTILE	28400	29800	31200	32550	33850	35100	36300	37450	38500
MEDIAN	26700	27900	29050	30150	31200	32250	33200	34100	34950
LOWER QUARTILE	25300	25950	26650	27300	27950	28550	29200	29800	30400
LOWER DECILE	23400	24050	24650	25250	25800	26300	26800	27250	27650
MEAN	27250	28300	29300	30300	31300	32200	33100	33950	34750
TOTAL NUMBER	636	920	1104	935	879	818	613	520	472
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43950	46850	49100	50800	52050	52900	53500	53950	54150
UPPER QUARTILE	40450	42800	44600	45950	46850	47500	47900	48200	48350
MEDIAN	36500	38350	39750	40800	41500	42000	42350	42550	42650
LOWER QUARTILE	31500	32950	34200	35200	35950	36450	36750	36950	36950
LOWER DECILE	28400	29250	29950	30450	30800	31050	31200	31300	31350
MEAN	36250	38100	39600	40700	41550	42150	42550	42850	43050
TOTAL NUMBER	1372	964	676	532	471	495	480	532	818
OVER $88000	0	0	0	0	1	0	0	0	0
UNDER $17000	0	0	0	1	0	0	0	1	0

LARGE EMPLOYERS, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34700	36050	37450	38900	40400	41900	43450	45000	46600
UPPER QUARTILE	31550	32800	34050	35300	36550	37850	39150	40450	41750
MEDIAN	28450	29600	30800	32000	33200	34350	35550	36650	37800
LOWER QUARTILE	26450	27500	28500	29500	30450	31400	32350	33200	34050
LOWER DECILE	25100	25750	26400	27050	27700	28300	28950	29600	30200
MEAN	30000	31000	32050	33100	34150	35200	36250	37300	38350
TOTAL NUMBER	13	37	90	101	117	123	129	164	195
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49750	54400	58850	62750	66050	68600	70350	71500	71450
UPPER QUARTILE	44250	47900	51150	53900	56150	57850	58950	59800	60100
MEDIAN	39900	42700	45050	46900	48250	49150	49750	50200	50400
LOWER QUARTILE	35650	37750	39500	40850	41900	42700	43200	43600	43850
LOWER DECILE	31450	33200	34750	36050	37150	37900	38400	38650	38250
MEAN	40450	43400	46100	48400	50250	51650	52550	53100	52950
TOTAL NUMBER	665	605	547	466	390	359	252	241	344
OVER $88000	0	1	3	6	15	6	2	18	16
UNDER $17000	0	0	0	0	0	0	0	0	0

LARGE EMPLOYERS, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	48000	49300	50650	52000	53400	54800
UPPER QUARTILE	0	0	0	40350	41850	43300	44800	46250	47750
MEDIAN	0	0	0	32450	34250	36050	37800	39550	41200
LOWER QUARTILE	0	0	0	26750	28650	30550	32350	34150	35800
LOWER DECILE	0	0	0	27000	27700	28350	29050	29700	30400
MEAN	0	0	0	35350	36750	38150	39550	40900	42250
TOTAL NUMBER	0	2	3	6	12	9	19	33	44
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57700	62150	66650	71050	75250	79050	82250	85500	87600
UPPER QUARTILE	50600	54600	58250	61400	64050	66200	67850	69450	70750
MEDIAN	44350	48450	51750	54250	56050	57300	58150	58750	59100
LOWER QUARTILE	38850	42600	45300	47150	48350	49100	49550	49850	49950
LOWER DECILE	31800	33850	35900	37900	39750	41550	43150	45000	47250
MEAN	44900	48550	51800	54600	56900	58700	60050	61300	62250
TOTAL NUMBER	201	244	236	237	163	157	109	101	146
OVER $88000	0	1	3	6	15	6	2	17	16
UNDER $17000	0	0	0	0	0	0	0	0	0

LARGE EMPLOYERS, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	35100	36100	37100	38100	39050	40050	41050	42000	42950
UPPER QUARTILE	32100	33050	34050	35050	36050	37000	38000	38950	39900
MEDIAN	29000	30000	31000	32000	32950	33950	34900	35800	36700
LOWER QUARTILE	26850	27800	28700	29600	30450	31250	32050	32850	33550
LOWER DECILE	25900	26450	26950	27500	28050	28600	29100	29650	30200
MEAN	30350	31200	32000	32800	33650	34450	35250	36050	36800
TOTAL NUMBER	12	35	86	94	104	113	110	130	150
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44800	47400	49700	51700	53300	54600	55500	56300	56800
UPPER QUARTILE	41700	44150	46300	48050	49350	50250	50800	51050	50850
MEDIAN	38400	40650	42500	43850	44800	45350	45600	45600	45300
LOWER QUARTILE	34900	36700	38100	39250	40100	40700	41150	41500	41700
LOWER DECILE	31250	32700	34050	35250	36150	36800	37150	37100	35600
MEAN	38300	40350	42150	43600	44750	45600	46100	46400	46250
TOTAL NUMBER	464	361	311	229	226	202	142	140	198
OVER $88000	0	0	0	0	0	0	0	1	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LARGE EMPLOYERS, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	44500	0	46700	47850	49000	50200
UPPER QUARTILE	0	0	0	41000	0	42900	43850	44850	45850
MEDIAN	0	0	0	36700	0	38500	39450	40400	41300
LOWER QUARTILE	0	0	0	33400	0	35100	35950	36800	37650
LOWER DECILE	0	0	0	31100	0	32500	33150	33850	34550
MEAN	0	0	0	37200	0	39050	39950	40900	41850
TOTAL NUMBER	0	0	5	5	2	6	18	19	19
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52600	56350	60200	64100	67850	71400	74650	78100	81150
UPPER QUARTILE	47850	50850	53900	56800	59550	62000	64000	65950	66750
MEDIAN	43200	45950	48600	50950	52900	54350	55200	55350	52800
LOWER QUARTILE	39350	41750	44000	45950	47500	48500	48900	48500	45350
LOWER DECILE	35850	37750	39450	40850	41900	42500	42700	42200	39500
MEAN	43800	46650	49400	51950	54250	56050	57350	58100	56650
TOTAL NUMBER	96	119	140	187	124	101	68	55	65
OVER $88000	0	0	0	1	2	3	1	1	1
UNDER $17000	0	0	0	0	0	0	0	0	0

LARGE EMPLOYERS, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	1	0	0
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

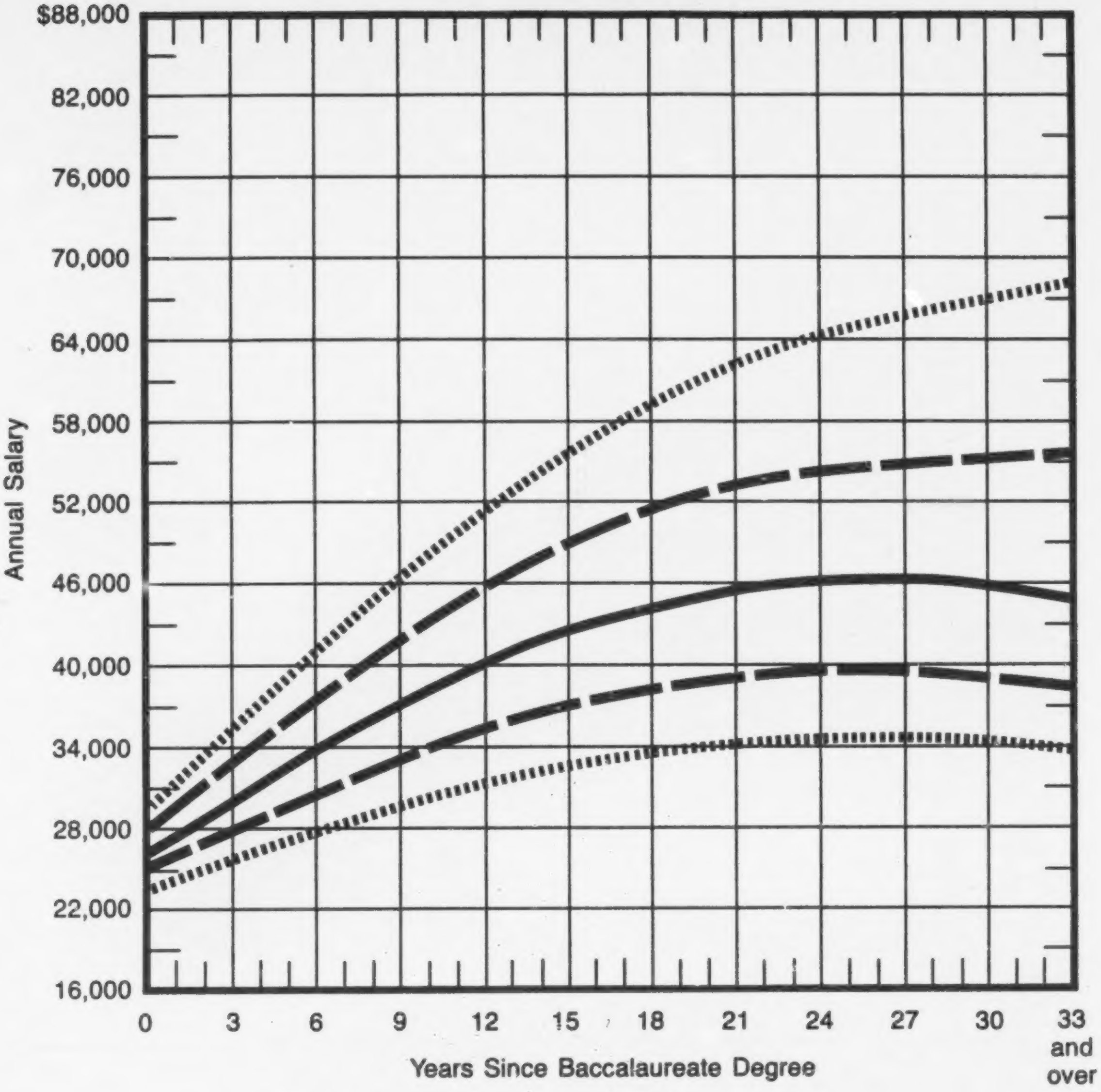
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	59300	63600	67950	72050	75850	79100	81600	83500	82350
UPPER QUARTILE	52050	56000	60050	64100	68050	71750	74950	78250	80350
MEDIAN	48900	51600	54300	56950	59550	62000	64200	66750	69550
LOWER QUARTILE	43350	47200	50400	52900	54750	56100	57000	57700	58200
LOWER DECILE	28300	43350	48700	50200	50550	50650	50700	50700	50700
MEAN	48550	52100	55500	58750	61650	64150	66100	67850	68550
TOTAL NUMBER	14	43	48	61	57	44	24	21	26
OVER $88000	0	0	0	1	2	3	1	1	1
UNDER $17000	0	0	0	0	0	0	0	0	0

LARGE EMPLOYERS, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	43950	0	45550	46400	47200	48000
UPPER QUARTILE	0	0	0	40500	0	42050	42850	43650	44450
MEDIAN	0	0	0	36750	0	38300	39100	39850	40600
LOWER QUARTILE	0	0	0	33650	0	35100	35850	36550	37300
LOWER DECILE	0	0	0	31750	0	32900	33450	34000	34550
MEAN	0	0	0	37100	0	38650	39400	40150	40850
TOTAL NUMBER	0	0	4	5	2	6	16	18	19
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49650	52050	54350	56500	58400	60000	61300	62350	62350
UPPER QUARTILE	46000	48250	50350	52250	53850	55100	55900	56300	54950
MEDIAN	42100	44250	46200	47900	49250	50150	50600	50400	48050
LOWER QUARTILE	38700	40700	42500	43950	45050	45650	45800	45200	42250
LOWER DECILE	35600	37050	38300	39350	40100	40550	40650	40250	38200
MEAN	42350	44450	46400	48100	49450	50450	51000	51000	49100
TOTAL NUMBER	82	76	92	125	67	57	44	34	39
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MEDIUM INDUSTRIAL EMPLOYERS
ALL ENGINEERS



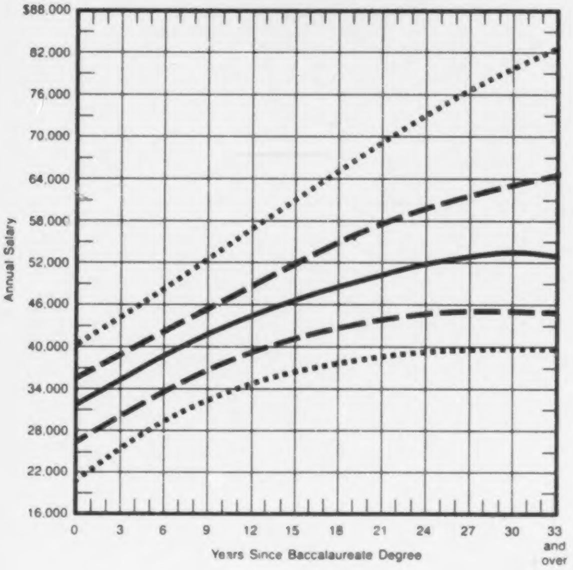
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29800	31650	33500	35400	37300	39200	41100	42950	44800
UPPER QUARTILE	28150	29650	31150	32700	34200	35750	37250	38750	40200
MEDIAN	26550	27750	28950	30150	31400	32600	33750	34950	36050
LOWER QUARTILE	25200	26150	27100	28000	28950	29850	30750	31600	32400
LOWER DECILE	23650	24350	25100	25800	26500	27200	27850	28500	29150
MEAN	26700	27950	29200	30450	31700	33000	34200	35450	36600
TOTAL NUMBER	1408	1806	1818	1954	1960	1488	1558	1502	1541
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	12	8	8	5	8	16	12	4	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48350	53200	57350	60750	63350	65250	66600	67600	68150
UPPER QUARTILE	43000	46700	49650	51900	53400	54400	54950	55300	55400
MEDIAN	38200	41000	43200	44750	45650	46050	46[illegible]00	45800	45150
LOWER QUARTILE	33950	36000	37550	38600	39250	39500	39500	39250	38600
LOWER DECILE	30300	31750	32900	33700	34200	34400	34400	34150	33600
MEAN	38850	41850	44300	46100	47350	48100	48500	48700	48650
TOTAL NUMBER	4453	4318	3130	2822	2641	2695	1764	2100	3717
OVER $88000	0	6	4	24	7	33	85	84	122
UNDER $17000	12	6	9	3	12	8	4	8	6

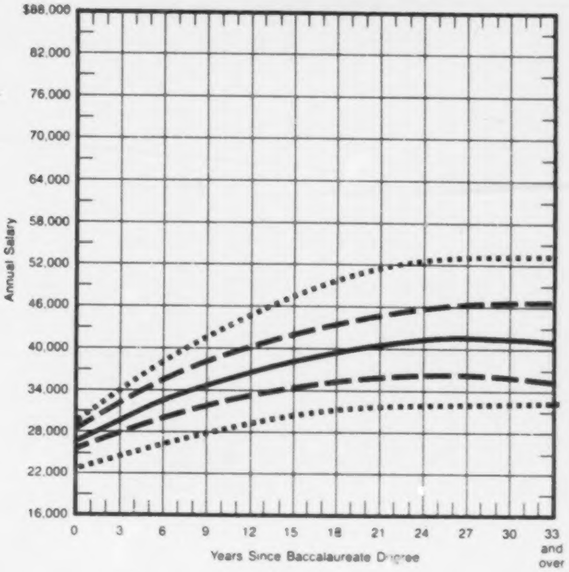
LEGEND

▪▪▪▪▪▪▪▪▪▪ **Upper Decile**
— — — — **Upper Quartile**
━━━━━━ **Median**
– — – — **Lower Quartile**
▪▪▪▪▪▪▪▪▪▪ **Lower Decile**

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	40700	41800	42900	44050	45200	46400	47600	48850	50150
UPPER QUARTILE	36300	37250	38200	39200	40200	41250	42300	43350	44400
MEDIAN	32450	33500	34500	35500	36550	37550	38550	39550	40550
LOWER QUARTILE	26850	28100	29350	30600	31850	33050	34200	35350	36400
LOWER DECILE	20550	22200	23850	25400	26950	28400	29750	31000	32100
MEAN	32100	33150	34250	35300	36400	37500	38600	39650	40750
TOTAL NUMBER	27	21	62	74	168	137	194	284	358
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	4	1	5	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52750	56800	61000	65200	69350	73200	76600	80150	82600
UPPER QUARTILE	46600	49950	53250	56400	59350	61850	63800	65350	64750
MEDIAN	42500	45200	47600	49600	51150	52250	52900	53250	52950
LOWER QUARTILE	38350	40750	42550	43750	44500	44900	45100	45150	45100
LOWER DECILE	34050	36200	37650	38550	39100	39400	39600	39700	39700
MEAN	42850	45900	48600	50950	52900	54350	55400	56250	56650
TOTAL NUMBER	1223	1781	1435	1410	1216	1341	895	1038	1651
OVER $88000	0	6	4	23	7	33	82	84	121
UNDER $17000	2	3	6	3	4	7	1	1	3

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29550	31350	33150	34900	36650	38300	39950	41450	42900
UPPER QUARTILE	28150	29550	31000	32400	33800	35100	36400	37600	38700
MEDIAN	26500	27700	28900	30050	31150	32250	33300	34250	35150
LOWER QUARTILE	25300	26200	27050	27950	28750	29550	30300	31050	31700
LOWER DECILE	23450	24350	25150	25900	26550	27200	27750	28300	28750
MEAN	26600	27800	29050	30200	31350	32500	33550	34550	35500
TOTAL NUMBER	1380	1784	1756	1880	1792	1350	1364	1218	1183
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	12	8	8	5	4	15	7	3	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45450	48450	50550	51950	52800	53300	53550	53750	53800
UPPER QUARTILE	40700	43100	44750	45750	46350	46650	46750	46800	46750
MEDIAN	36750	38600	39900	40650	41050	41200	41200	41100	41000
LOWER QUARTILE	32950	34400	35400	36000	36300	36350	36250	36050	35750
LOWER DECILE	29550	30450	31050	31450	31700	31850	31950	31950	32000
MEAN	37200	39150	40550	41400	41850	42050	42100	42050	41950
TOTAL NUMBER	3230	2537	1695	1411	1425	1354	868	1061	2066
OVER $88000	0	0	0	1	0	0	2	0	0
UNDER $17000	10	3	3	0	8	1	3	1	3

LEGEND

⋯⋯⋯	Upper Decile
— — —	Upper Quartile
━━━	Median
— — —	Lower Quartile
⋯⋯⋯	Lower Decile

MEDIUM EMPLOYERS, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29600	31350	33150	34950	36750	38550	40350	42100	43850
UPPER QUARTILE	27900	29450	31000	32500	34000	35500	36900	38300	39650
MEDIAN	26450	27650	28900	30100	31250	32450	33550	34650	35650
LOWER QUARTILE	25150	26100	27050	27950	28850	29700	30550	31350	32100
LOWER DECILE	23600	24250	24950	25600	26200	26850	27450	28000	28550
MEAN	26400	27700	29000	30250	31500	32700	33900	35000	36100
TOTAL NUMBER	1365	1719	1648	1712	1505	1221	1217	1082	1091
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	12	8	8	5	8	15	11	4	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47200	51750	55650	58800	61250	63050	64300	65300	65900
UPPER QUARTILE	42100	45300	47850	49800	51250	52250	52900	53350	53550
MEDIAN	37550	39900	41700	42950	43700	44150	44400	44500	44500
LOWER QUARTILE	33450	35100	36400	37250	37800	38150	38300	38400	38350
LOWER DECILE	29600	30900	31950	32700	33200	33450	33550	33500	33300
MEAN	38100	40700	42800	44400	45600	46450	47050	47450	47650
TOTAL NUMBER	3227	3071	2054	1929	1897	2042	1363	1733	3027
OVER $88000	0	6	3	16	5	16	48	71	87
UNDER $17000	11	6	9	3	8	8	4	8	5

MEDIUM EMPLOYERS, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	39300	40400	41500	42600	43800	45000	46200	47450	48750
UPPER QUARTILE	35200	36150	37150	38150	39150	40200	41250	42300	43350
MEDIAN	29200	30650	32100	33500	34850	36200	37500	38700	39900
LOWER QUARTILE	21350	23500	25650	27700	29650	31500	33150	34650	36000
LOWER DECILE	16900	19000	21100	23200	25150	27000	28700	30200	31550
MEAN	29600	30900	32200	33500	34800	36100	37350	38550	39750
TOTAL NUMBER	7	17	36	68	155	121	149	223	298
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	4	1	4	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51350	55450	59650	63900	68000	71850	75200	78550	80450
UPPER QUARTILE	45500	48750	51950	54950	57650	59950	61700	63100	62950
MEDIAN	42050	44800	46950	48550	49700	50550	51100	51500	51750
LOWER QUARTILE	38250	40550	42000	42800	43250	43500	43600	43650	43700
LOWER DECILE	33750	35900	37150	37850	38200	38400	38500	38500	38500
MEAN	42000	45100	47700	49850	51550	52850	53800	54600	55150
TOTAL NUMBER	920	1240	882	987	858	1029	663	856	1371
OVER $88000	0	6	3	16	5	16	46	71	87
UNDER $17000	2	3	6	3	4	7	1	7	3

MEDIUM EMPLOYERS, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29350	31150	32950	34650	36250	37800	39250	40550	41800
UPPER QUARTILE	27950	29450	30900	32300	33600	34800	35950	37000	37950
MEDIAN	26350	27650	28900	30050	31150	32150	33050	33900	34650
LOWER QUARTILE	25150	26150	27050	27900	28700	29450	30150	30750	31350
LOWER DECILE	23450	24250	25000	25650	26250	26850	27350	27800	28250
MEAN	26400	27700	28950	30100	31200	32250	33200	34050	34900
TOTAL NUMBER	1358	1702	1611	1643	1350	1100	1068	858	793
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	12	8	8	5	4	14	7	3	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43900	46350	48100	49200	49950	50400	50650	50800	50850
UPPER QUARTILE	39650	41550	42900	43800	44400	44750	45000	45100	45200
MEDIAN	36000	37450	38450	39150	39550	39800	39950	40050	40100
LOWER QUARTILE	32300	33450	34250	34800	35100	35350	35450	35500	35550
LOWER DECILE	28950	29750	30300	30650	30900	31050	31150	31200	31200
MEAN	36250	37850	39000	39750	40250	40550	40700	40800	40850
TOTAL NUMBER	2307	1830	1172	941	1038	1013	700	877	1656
OVER $88000	0	0	0	0	0	0	2	0	0
UNDER $17000	9	3	3	0	4	1	3	1	2

MEDIUM EMPLOYERS, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33600	35050	36550	38100	39650	41300	42950	44650	46350
UPPER QUARTILE	31850	32900	34000	35100	36250	37450	38650	39900	41150
MEDIAN	28600	29600	30600	31600	32650	33700	34800	35900	37000
LOWER QUARTILE	26050	26950	27850	28800	29750	30700	31650	32600	33550
LOWER DECILE	24950	25650	26350	27050	27750	28500	29200	29900	30650
MEAN	29100	30150	31200	32250	33350	34450	35600	36750	37900
TOTAL NUMBER	41	80	166	238	445	253	312	380	412
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	1	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49800	55000	59950	64400	68150	70950	72800	73900	73400
UPPER QUARTILE	43750	47700	51650	55300	58450	60850	62250	62250	57600
MEDIAN	39250	42550	45650	48350	50450	51800	52250	51550	47500
LOWER QUARTILE	35450	38150	40500	42400	43700	44350	44300	43350	40200
LOWER DECILE	32050	34050	35850	37350	38400	38900	38900	38000	34500
MEAN	40200	43600	46800	49600	51800	53300	54000	53750	51000
TOTAL NUMBER	1091	1026	839	685	601	482	318	337	597
OVER $88000	0	0	1	8	2	3	33	10	25
UNDER $17000	1	0	0	0	2	0	0	0	1

MEDIUM EMPLOYERS, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	42900	0	45100	46250	47400	48600	49850	51100	52400
UPPER QUARTILE	39400	0	41300	42300	43250	44300	45300	46350	47400
MEDIAN	36450	0	38050	38850	39650	40500	41300	42150	42950
LOWER QUARTILE	33800	0	35250	36000	36750	37450	38200	38950	39700
LOWER DECILE	31650	0	32900	33550	34150	34750	35400	36000	36600
MEAN	36750	0	38450	39300	40200	41100	42000	42950	43850
TOTAL NUMBER	20	3	25	5	10	13	41	52	50
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55000	59100	63350	67600	71850	75950	79650	83750	87700
UPPER QUARTILE	49550	52900	56200	59500	62650	65550	68100	70700	72500
MEDIAN	44650	47150	49550	51850	53950	55750	57150	58400	58450
LOWER QUARTILE	41150	43200	45150	46850	48300	49300	49950	50100	48400
LOWER DECILE	37750	39400	40850	42050	42950	43500	43700	43350	41300
MEAN	45750	48500	51250	53850	56150	58150	59750	61000	60700
TOTAL NUMBER	262	457	424	325	293	228	196	170	240
OVER $88000	0	0	1	7	2	3	33	10	25
UNDER $17000	0	0	0	0	0	0	0	0	0

MEDIUM EMPLOYERS, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32050	33550	35100	36650	38200	39800	41350	42850	44400
UPPER QUARTILE	30750	31900	33000	34150	35250	36400	37550	38700	39800
MEDIAN	27800	28800	29850	30850	31900	32900	33950	34950	35950
LOWER QUARTILE	26200	27000	27800	28600	29450	30250	31050	31850	32650
LOWER DECILE	25200	25800	26450	27050	27650	28250	28850	29400	30000
MEAN	28450	29450	30500	31550	32550	33600	34650	35650	36650
TOTAL NUMBER	21	76	141	232	435	239	271	328	362
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47250	51100	54150	56400	57800	58500	58650	58300	57500
UPPER QUARTILE	42000	45050	47650	49750	51200	52100	52400	52200	50950
MEDIAN	37850	40450	42600	44250	45250	45750	45750	45200	43650
LOWER QUARTILE	34200	36300	38150	39550	40450	40850	40750	39900	37300
LOWER DECILE	31100	32550	33800	34800	35400	35700	35700	35200	33600
MEAN	38550	41200	43400	45050	46150	46700	47750	46300	44850
TOTAL NUMBER	829	568	414	360	307	253	122	166	357
OVER $88000	0	0	0	1	0	0	0	0	0
UNDER $17000	1	0	0	0	2	0	0	0	1

MEDIUM EMPLOYERS, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	45100	46200	47300	48450	49600
UPPER QUARTILE	0	0	0	0	41100	42050	43000	44000	45000
MEDIAN	0	0	0	0	38750	39450	40200	40900	41600
LOWER QUARTILE	0	0	0	0	33300	34100	34900	35700	36450
LOWER DECILE	0	0	0	0	27400	28200	29050	29850	30700
MEAN	0	0	0	0	37800	38600	39450	40300	41150
TOTAL NUMBER	1	5	3	4	9	12	28	39	37
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51950	55700	59550	63550	67600	71650	75550	80500	87500
UPPER QUARTILE	47000	50000	53050	55950	58650	61050	63000	64850	65300
MEDIAN	43000	45100	47150	49100	50950	52650	54150	55900	58100
LOWER QUARTILE	37950	40100	42000	43700	45100	46300	47250	48100	48950
LOWER DECILE	32350	34800	37150	39300	41100	42550	43500	44100	43400
MEAN	42900	45500	48100	50600	52900	55000	56850	58700	60300
TOTAL NUMBER	133	221	236	207	143	170	81	29	92
OVER $88000	0	0	0	0	0	13	2	2	8
UNDER $17000	0	0	0	0	2	0	0	0	0

MEDIUM EMPLOYERS, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	52200	53550
UPPER QUARTILE	0	0	0	0	0	0	0	44350	45500
MEDIAN	0	0	0	0	0	0	0	39100	40150
LOWER QUARTILE	0	0	0	0	0	0	0	35150	36300
LOWER DECILE	0	0	0	0	0	0	0	30550	31400
MEAN	0	0	0	0	0	0	0	40750	41800
TOTAL NUMBER	0	0	0	0	2	2	3	8	9
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

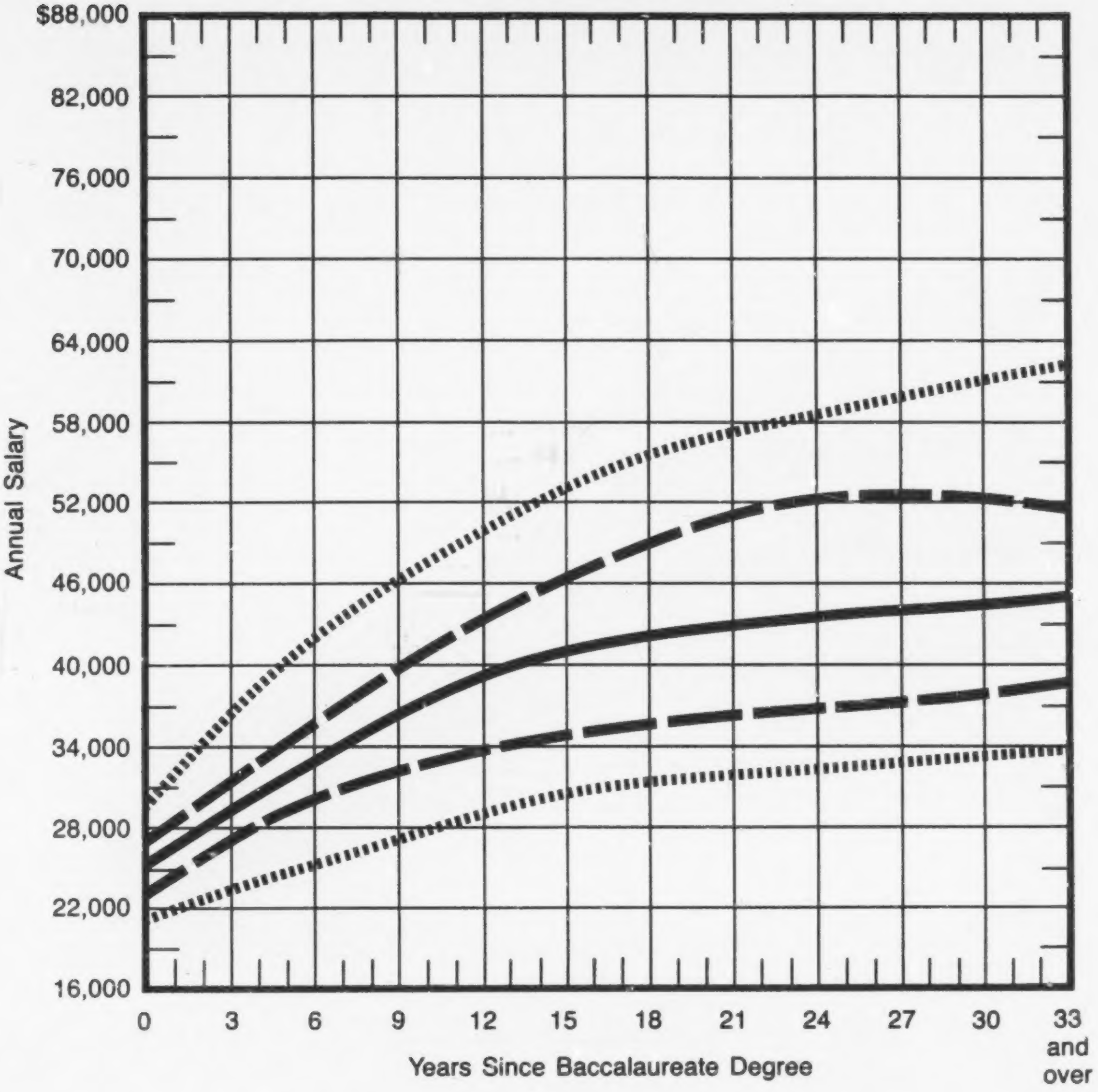
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56350	60700	65150	69700	74150	78350	82150	86200	89500
UPPER QUARTILE	47900	51650	55650	59800	64100	68500	72950	78650	87100
MEDIAN	42350	45850	49400	52950	56400	59600	62400	65100	66400
LOWER QUARTILE	38550	41800	44850	47550	49850	51750	53250	54700	56000
LOWER DECILE	33100	35800	38550	41300	43950	46400	48450	50400	51000
MEAN	44000	47350	50850	54350	57850	61150	64150	67400	70100
TOTAL NUMBER	41	84	127	97	64	83	36	11	39
OVER $88000	0	0	0	0	0	13	2	2	8
UNDER $17000	0	0	0	0	0	0	0	0	0

MEDIUM EMPLOYERS, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	42950	44300	45650	46900	48150
UPPER QUARTILE	0	0	0	0	41550	42350	43150	43950	44750
MEDIAN	0	0	0	0	39300	39750	40200	40650	41150
LOWER QUARTILE	0	0	0	0	32350	33150	33900	34650	35400
LOWER DECILE	0	0	0	0	27750	28500	29200	29950	30650
MEAN	0	0	0	0	37250	38000	38800	39550	40300
TOTAL NUMBER	1	5	3	4	6	10	25	31	27
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50500	53650	56150	58050	59350	60150	60550	60700	60500
UPPER QUARTILE	46250	48450	50400	52150	53700	55050	56150	57250	58450
MEDIAN	42050	43400	44800	46150	47450	48750	50000	51600	54100
LOWER QUARTILE	36800	38800	40600	42100	43300	44200	44800	45250	45300
LOWER DECILE	32050	34050	35900	37500	38850	39950	40750	41500	42100
MEAN	41750	43800	45700	47300	48700	49850	50750	51700	52550
TOTAL NUMBER	92	137	108	109	78	87	45	17	53
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	2	0	0	0	0

SMALL INDUSTRIAL EMPLOYERS
ALL ENGINEERS

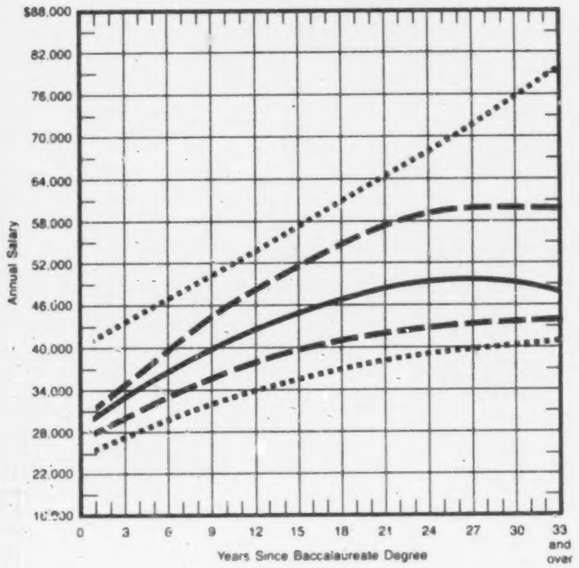


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30700	32450	34250	36000	37750	39500	41200	42850	44450
UPPER QUARTILE	27900	29250	30650	32050	33450	34900	36300	37700	39100
MEDIAN	25100	26450	27750	29050	30300	31500	32700	33800	34900
LOWER QUARTILE	23050	24200	25350	26450	27500	28500	29450	30350	31200
LOWER DECILE	21600	22300	22950	23600	24250	24850	25450	26050	26650
MEAN	25500	26850	28150	29500	30750	32050	33250	34450	35550
TOTAL NUMBER	409	573	656	597	606	746	831	909	814
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	13	0	0	0	0	0	0	0

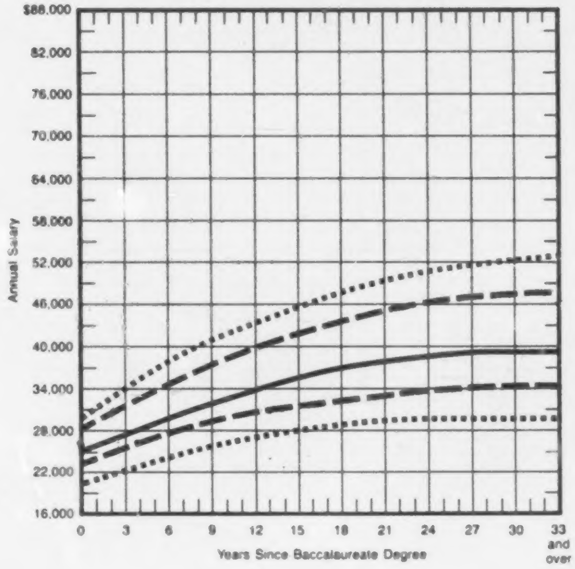
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47450	51500	54750	57350	59250	60550	61400	62000	62300
UPPER QUARTILE	41750	45350	48300	50450	51850	52550	52750	52500	51800
MEDIAN	36850	39350	41300	42750	43800	44500	44950	45300	45500
LOWER QUARTILE	32700	34500	35800	36750	37400	37800	38050	38250	38350
LOWER DECILE	27700	29100	30300	31300	32100	32700	33150	33600	33900
MEAN	37650	40350	42500	44150	45350	46200	46800	47250	47450
TOTAL NUMBER	3079	2843	2624	1856	1258	1865	895	1494	2683
OVER $88000	0	1	0	23	1	48	7	19	66
UNDER $17000	0	0	0	0	0	0	0	0	0

SMALL INDUSTRIAL EMPLOYERS

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	40350	41600	42850	44150	45450	46800	48150	49500
UPPER QUARTILE	0	31400	32950	34550	36200	37800	39450	41050	42650
MEDIAN	0	30150	31350	32550	33800	35000	36250	37450	38650
LOWER QUARTILE	0	28350	29550	30700	31850	32950	33950	34950	35850
LOWER DECILE	0	25900	27000	28050	29100	30100	31050	31950	32800
MEAN	0	32800	33800	34850	35950	37000	38050	39150	40200
TOTAL NUMBER	1	5	25	24	16	129	72	211	315
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52300	56500	60700	64700	68400	71700	74500	77200	79500
UPPER QUARTILE	45700	49850	53200	55700	57300	58150	58450	58300	57750
MEDIAN	41000	44150	46750	48750	50000	50600	50650	50150	48650
LOWER QUARTILE	37550	39600	41200	42350	43200	43800	44150	44450	44600
LOWER DECILE	34400	36350	37900	39050	39850	40450	40800	41100	41300
MEAN	42300	45250	47950	50250	52050	53350	54100	54450	53700
TOTAL NUMBER	964	979	955	939	543	837	451	636	1361
OVER $88000	0	1	0	22	1	48	7	19	64
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30800	32400	34000	35500	36950	38350	39700	40950	42100
UPPER QUARTILE	28000	29250	30450	31650	32850	34000	35050	36100	37100
MEDIAN	25100	26400	27700	28900	30050	31100	32100	33000	33850
LOWER QUARTILE	23150	24200	25250	26200	27050	27900	28650	29300	29900
LOWER DECILE	20900	21800	22650	23400	24150	24800	25400	25900	26400
MEAN	25500	26750	27950	29150	30250	31300	32300	33200	34050
TOTAL NUMBER	407	567	631	573	589	616	758	697	498
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	13	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44200	46800	48700	50050	51000	51600	51950	52150	52250
UPPER QUARTILE	38950	41250	43100	44500	45500	46250	46700	47100	47250
MEDIAN	35250	36900	38000	38700	39150	39450	39600	39750	39800
LOWER QUARTILE	30950	32100	32900	33400	33750	33950	34050	34100	34150
LOWER DECILE	27200	28150	28750	29100	29350	29500	29600	29650	29650
MEAN	35600	37350	38650	39550	40150	40550	40800	40950	41050
TOTAL NUMBER	2114	1864	1668	916	714	1028	443	857	1322
OVER $88000	0	0	0	1	0	0	0	0	2
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪	Upper Decile
— — —	Upper Quartile
▬▬▬	Median
— — —	Lower Quartile
▪▪▪▪▪▪▪▪▪	Lower Decile

SMALL EMPLOYERS, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30350	31750	33200	34600	36050	37500	38950	40400	41800
UPPER QUARTILE	26700	28250	29750	31250	32750	34200	35600	36950	38300
MEDIAN	24850	26150	27400	28650	29850	31050	32150	33250	34300
LOWER QUARTILE	22900	24000	25100	26100	27100	28050	28950	29800	30600
LOWER DECILE	20750	21700	22600	23450	24250	25000	25700	26300	26900
MEAN	25150	26400	27600	28850	30050	31200	32350	33450	34550
TOTAL NUMBER	396	524	555	478	463	586	627	702	527
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	13	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44550	48400	51850	54750	57200	59100	60550	61850	62850
UPPER QUARTILE	40700	43800	46200	48050	49400	50300	50900	51350	51600
MEDIAN	36200	38600	40450	41850	42850	43550	44000	44350	44550
LOWER QUARTILE	32000	33700	34900	35800	36400	36800	37050	37250	37300
LOWER DECILE	27900	29000	29800	30350	30700	30900	31000	31100	31150
MEAN	36500	39100	41200	42800	44050	44900	45500	46000	46300
TOTAL NUMBER	1850	1799	1508	963	852	1197	549	1190	1948
OVER $88000	0	1	0	13	0	15	0	9	59
UNDER $17000	0	0	0	0	0	0	0	0	0

SMALL EMPLOYERS, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	35150	0	37800	39200	40600	42000	43450
UPPER QUARTILE	0	0	30150	0	33700	35450	37200	38850	40500
MEDIAN	0	0	28700	0	32000	33550	35050	36450	37800
LOWER QUARTILE	0	0	31300	0	32900	33700	34450	35150	35850
LOWER DECILE	0	0	24450	0	27200	28550	29800	30950	32050
MEAN	0	0	30600	0	33150	34450	35650	36900	38100
TOTAL NUMBER	0	0	20	0	9	100	59	150	246
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46400	50900	55450	59900	64100	68050	71550	75450	79650
UPPER QUARTILE	43550	47450	50600	52950	54650	55850	56600	57150	57450
MEDIAN	40200	43100	45200	46700	47700	48350	48700	49000	49100
LOWER QUARTILE	37200	38950	40450	41700	42700	43500	44100	44600	45000
LOWER DECILE	34000	36300	37950	39100	39800	40300	40550	40750	40850
MEAN	40400	43500	46200	48400	50200	51550	52550	53400	54000
TOTAL NUMBER	481	665	597	526	312	361	312	541	1009
OVER $88000	0	1	0	13	0	15	0	9	58
UNDER $17000	0	0	0	0	0	0	0	0	0

SMALL EMPLOYERS, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30350	31650	32950	34250	35550	36850	38100	39300	40450
UPPER QUARTILE	27150	28450	29700	30950	32150	33300	34400	35450	36450
MEDIAN	24800	26100	27350	28550	29650	30700	31650	32550	33300
LOWER QUARTILE	22750	23950	25050	26050	26950	27750	28450	29100	29600
LOWER DECILE	20300	21450	22550	23500	24350	25100	25700	26250	26700
MEAN	25100	26350	27550	28700	29800	30800	31750	32650	33500
TOTAL NUMBER	395	524	535	478	454	486	567	551	280
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	13	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42650	45500	47750	49400	50450	51050	51350	51450	51300
UPPER QUARTILE	38250	40550	42300	43550	44500	45150	45550	45850	46000
MEDIAN	34650	36050	37000	37600	37950	38200	38300	38400	38400
LOWER QUARTILE	30450	31300	31800	32100	32250	32350	32400	32400	32400
LOWER DECILE	27450	28150	28500	28750	28850	28900	28950	28950	28950
MEAN	34900	36550	37700	38500	39000	39350	39550	39700	39750
TOTAL NUMBER	1368	1134	911	437	539	835	236	648	938
OVER $88000	0	0	0	0	0	0	0	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

SMALL EMPLOYERS, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	35550	36800	38050	39300	40650	41950	43300	44700	46100
UPPER QUARTILE	33500	34400	35350	36250	37200	38150	39150	40100	41050
MEDIAN	31750	32250	32700	33200	33650	34150	34650	35150	35600
LOWER QUARTILE	27500	28000	28450	28950	29450	29950	30450	30900	31400
LOWER DECILE	23000	23550	24100	24650	25200	25800	26350	26950	27550
MEAN	30800	31500	32250	32950	33700	34450	35200	35950	36700
TOTAL NUMBER	12	48	90	109	120	129	164	196	249
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48900	53050	56950	60350	63050	64750	65350	64500	59500
UPPER QUARTILE	42950	45700	48200	50400	52150	53300	53900	53700	51250
MEDIAN	36600	38050	39450	40800	42100	43300	44350	45550	46900
LOWER QUARTILE	32400	33800	35200	36500	37650	38700	39550	40350	40700
LOWER DECILE	28750	30500	32250	33850	35300	36550	37450	38150	37650
MEAN	38250	40450	42600	44550	46250	47600	48500	49000	47800
TOTAL NUMBER	1062	681	884	544	214	394	282	227	418
OVER $88000	0	0	0	3	1	14	4	4	3
UNDER $17000	0	0	0	0	0	0	0	0	0

SMALL EMPLOYERS, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	40500	42100	43700	45400	47050	48800	50500	52250
UPPER QUARTILE	0	37100	38300	39500	40750	42000	43300	44600	45950
MEDIAN	0	33750	34900	36000	37100	38200	39200	40250	41200
LOWER QUARTILE	0	35050	35550	36000	36450	36950	37400	37800	38250
LOWER DECILE	0	31250	31750	32250	32700	33200	33700	34150	34650
MEAN	0	35450	36450	37450	38450	39500	40500	41500	42500
TOTAL NUMBER	1	5	5	24	7	23	11	55	68
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55650	60450	64650	67950	70000	70800	70450	68500	63150
UPPER QUARTILE	48600	52500	56200	59350	61700	63100	63350	61850	55250
MEDIAN	43000	45250	47000	48200	48850	49100	49050	48700	47950
LOWER QUARTILE	39100	40200	41200	41950	42550	42900	43000	42800	41400
LOWER DECILE	35550	36850	38050	39100	39950	40600	41000	41150	40400
MEAN	44400	47100	49450	51350	52700	53450	53600	52900	50200
TOTAL NUMBER	447	144	264	229	128	274	107	78	240
OVER $88000	0	0	0	3	1	14	4	4	2
UNDER $17000	0	0	0	0	0	0	0	0	0

SMALL EMPLOYERS, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36400	37200	37950	38700	39500	40300	41050	41850	42600
UPPER QUARTILE	34650	35100	35600	36050	36550	37000	37500	38000	38500
MEDIAN	32750	32650	32600	32600	32700	32800	32950	33200	33400
LOWER QUARTILE	26800	27200	27650	28050	28500	28950	29350	29800	30250
LOWER DECILE	23200	23650	24100	24600	25050	25550	26000	26500	27000
MEAN	30450	30950	31450	31950	32500	33000	33500	34000	34550
TOTAL NUMBER	11	43	85	84	112	106	153	141	180
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44150	46350	48400	50250	51800	53000	53750	54050	52550
UPPER QUARTILE	39450	40900	42350	43750	45050	46300	47500	48850	50650
MEDIAN	34000	35150	36450	37900	39350	40850	42200	43700	45150
LOWER QUARTILE	31100	32350	33550	34700	35750	36650	37400	38200	38650
LOWER DECILE	27950	29400	30800	32150	33350	34400	35300	36100	36400
MEAN	35550	37100	38550	39950	41200	42350	43350	44350	45050
TOTAL NUMBER	614	536	619	315	95	120	175	149	178
OVER $88000	0	0	0	0	0	0	0	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

SMALL EMPLOYERS, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	39100	40900	42700	44550	46500	48400
UPPER QUARTILE	0	0	0	37150	38500	39850	41200	42600	44000
MEDIAN	0	0	0	33850	34800	35800	36750	37750	38750
LOWER QUARTILE	0	0	0	29200	30200	31150	32150	33150	34200
LOWER DECILE	0	0	0	29900	30600	31300	32000	32700	33400
MEAN	0	0	0	34050	35150	36250	37400	38550	39700
TOTAL NUMBER	0	0	0	10	22	30	38	9	37
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52350	58200	63450	67650	70200	70900	69750	66100	57100
UPPER QUARTILE	46750	50650	54050	56650	58200	58500	57650	54900	47750
MEDIAN	40750	43650	46350	48650	50400	51500	51800	51000	46600
LOWER QUARTILE	36250	39250	42000	44300	45950	46750	46600	45000	39300
LOWER DECILE	34750	36650	38350	39750	40700	41200	41200	40450	37300
MEAN	42000	45450	48600	51300	53300	54350	54400	52900	46850
TOTAL NUMBER	166	363	231	348	191	273	63	76	315
OVER $88000	0	0	0	6	0	18	1	4	3
UNDER $17000	0	0	0	0	0	0	0	0	0

SMALL EMPLOYERS, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	51950	0	54550	0
UPPER QUARTILE	0	0	0	0	0	53000	0	54500	0
MEDIAN	0	0	0	0	0	41700	0	43900	0
LOWER QUARTILE	0	0	0	0	0	38700	0	40350	0
LOWER DECILE	0	0	0	0	0	37050	0	38550	0
MEAN	0	0	0	0	0	43750	0	45850	0
TOTAL NUMBER	0	0	0	0	0	5	1	5	0
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58450	62300	65850	68950	71400	73100	73850	73350	68650
UPPER QUARTILE	56600	58450	59950	61100	61850	62100	61950	61000	57650
MEDIAN	47200	50250	52950	55050	56450	56950	56550	54700	48650
LOWER QUARTILE	42750	45000	47050	48800	50150	51000	51350	50950	48050
LOWER DECILE	40700	42800	44700	46300	47650	48550	49000	48900	46750
MEAN	48900	51800	54450	56650	58300	59250	59450	58550	54150
TOTAL NUMBER	35	170	94	184	102	201	31	17	110
OVER $88000	0	0	0	5	0	18	1	4	3
UNDER $17000	0	0	0	0	0	0	0	0	0

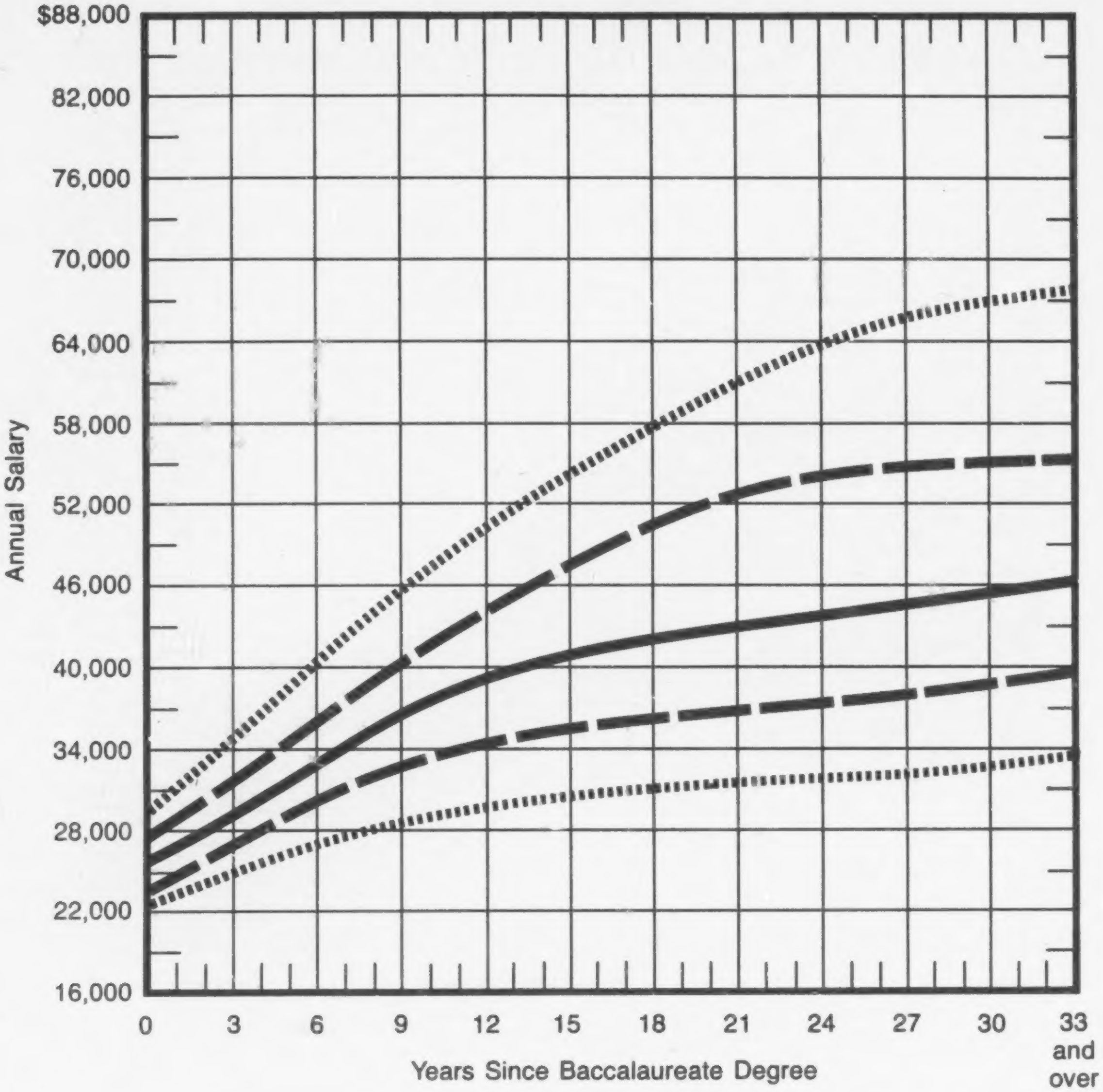
SMALL EMPLOYERS, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	38450	39750	41050	42350	0	44900
UPPER QUARTILE	0	0	0	36450	37200	37900	38650	0	40100
MEDIAN	0	0	0	33950	34600	35250	35900	0	37200
LOWER QUARTILE	0	0	0	30700	31400	32150	32850	0	34250
LOWER DECILE	0	0	0	28200	30000	31450	32600	0	34150
MEAN	0	0	0	34000	34750	35550	36350	0	37900
TOTAL NUMBER	0	0	0	10	22	24	37	4	37
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47250	50350	52750	54300	54950	54750	53850	52050	48350
UPPER QUARTILE	41550	43550	45400	47050	48300	49250	49700	49650	47650
MEDIAN	38500	40300	42000	43550	44800	45800	46450	46700	45600
LOWER QUARTILE	35650	37550	39250	40650	41600	42050	42050	41200	37950
LOWER DECILE	35000	35650	35900	36050	36050	36100	36100	36100	36100
MEAN	39400	41500	43300	44800	45850	46400	46500	45900	43350
TOTAL NUMBER	131	193	137	164	89	71	31	59	205
OVER $88000	0	0	0	1	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

CURVES AND TABLES BY INDUSTRY GROUP OF EMPLOYER & FOR ALL INDUSTRIES

ALL INDUSTRIES
ALL ENGINEERS



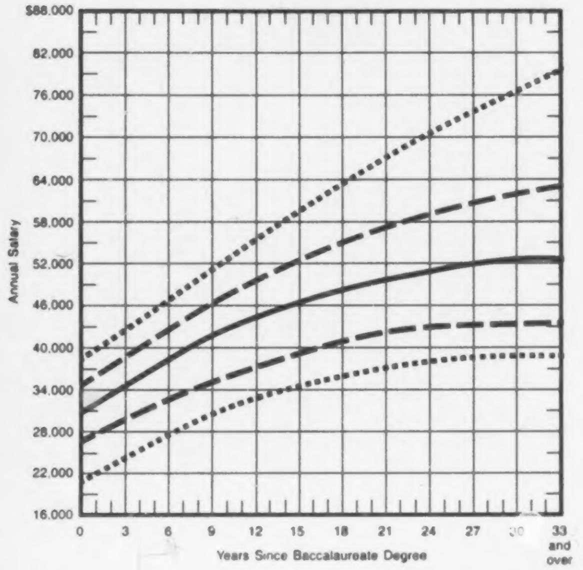
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30100	31900	33750	35600	37450	39300	41100	42950	44750
UPPER QUARTILE	28300	29750	31200	32700	34200	35650	37150	38600	40000
MEDIAN	26350	27600	28850	30100	31300	32500	33700	34850	35900
LOWER QUARTILE	24800	25800	26750	27750	28700	29600	30450	31300	32100
LOWER DECILE	22600	23450	24250	25050	25750	26450	27150	27750	28350
MEAN	26600	27850	29150	30400	31650	32850	34100	35250	36400
TOTAL NUMBER	2471	3349	3712	3653	3645	3271	3288	3259	3183
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	13	22	8	5	9	16	12	4	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48150	52850	56850	60100	62650	64500	65800	66850	67400
UPPER QUARTILE	42750	46350	49300	51550	53100	54100	54650	54950	55000
MEDIAN	37950	40500	42450	43900	44900	45500	45900	46150	46300
LOWER QUARTILE	33550	35350	36750	37750	38450	38950	39250	39500	39650
LOWER DECILE	29400	30650	31650	32400	32900	33250	33500	33650	33700
MEAN	38550	41350	43650	45400	46700	47600	48250	48700	49050
TOTAL NUMBER	10359	9631	7646	6439	5456	6113	3858	4929	8400
OVER $88000	0	10	11	60	39	107	117	148	262
UNDER $17000	12	6	9	4	12	8	4	10	7

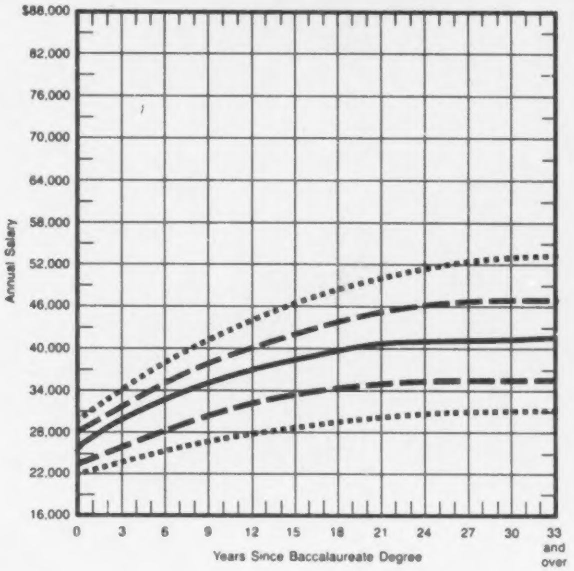
LEGEND

▮▮▮▮▮▮▮▮ Upper Decile
— — — — Upper Quartile
▬▬▬▬ Median
— — — — Lower Quartile
▮▮▮▮▮▮▮▮ Lower Decile

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	39750	40950	42150	43400	44700	46000	47300	48650	50050
UPPER QUARTILE	35100	36200	37350	38500	39700	40900	42100	43300	44500
MEDIAN	31050	32150	33250	34350	35450	36600	37700	38800	39850
LOWER QUARTILE	26250	27600	28900	30150	31400	32600	33750	34800	35800
LOWER DECILE	21200	22600	24000	25400	26700	28000	29200	30300	31350
MEAN	31150	32300	33500	34650	35850	37000	38200	39350	40450
TOTAL NUMBER	33	40	129	164	277	365	425	673	859
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	4	1	5	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52850	57100	61400	65550	69500	73000	75950	78850	80950
UPPER QUARTILE	46950	50500	53900	56900	59500	61450	62850	63700	63200
MEDIAN	41950	44900	47400	49450	51000	52000	52550	52700	52250
LOWER QUARTILE	37650	39850	41550	42750	43600	44150	44500	44750	44900
LOWER DECILE	33150	35300	36800	37800	38500	38900	39100	39300	39350
MEAN	42700	45750	48450	50700	52500	53850	54800	55600	56150
TOTAL NUMBER	3095	3827	3202	3224	2550	2976	1878	2302	3956
OVER $88000	0	10	11	57	38	107	114	147	258
UNDER $17000	2	3	6	3	4	7	1	8	4

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29950	31750	33450	35150	36750	38300	39800	41200	42550
UPPER QUARTILE	28200	29650	31100	32500	33850	35150	36350	37500	38600
MEDIAN	26300	27600	28800	29950	31100	32150	33150	34050	34900
LOWER QUARTILE	24850	25800	26750	27600	28450	29250	29950	30650	31250
LOWER DECILE	22800	23550	24300	24950	25600	26200	26750	27200	27650
MEAN	26550	27800	29000	30150	31300	32350	33350	34250	35150
TOTAL NUMBER	2438	3309	3582	3489	3368	2905	2863	2586	2324
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	13	22	8	5	5	15	7	3	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44900	47750	49900	51400	52400	53000	53350	53600	53650
UPPER QUARTILE	40550	42900	44650	45900	46750	47300	47600	47800	47900
MEDIAN	36400	38200	39500	40400	41050	41450	41700	41850	41900
LOWER QUARTILE	32350	33650	34550	35150	35550	35850	36000	36150	36200
LOWER DECILE	28450	29350	29950	30400	30700	30850	31000	31050	31100
MEAN	36650	38500	39900	40850	41550	41950	42250	42400	42500
TOTAL NUMBER	7264	5803	4443	3215	2905	3137	1979	2626	4444
OVER $88000	0	0	0	2	1	0	2	1	3
UNDER $17000	10	3	3	1	8	1	3	2	3

LEGEND

- ▪▪▪▪▪▪▪▪▪ **Upper Decile**
- — — — **Upper Quartile**
- ━━━━ **Median**
- — — — **Lower Quartile**
- ▪▪▪▪▪▪▪▪▪ **Lower Decile**

ALL INDUSTRY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29950	31600	33300	35050	36800	38500	40250	41950	43650
UPPER QUARTILE	28050	29550	31000	32500	33950	35350	36750	38100	39400
MEDIAN	26250	27500	28700	29950	31100	32250	33300	34350	35350
LOWER QUARTILE	24800	25750	26650	27550	28400	29250	30050	30800	31500
LOWER DECILE	22600	23400	24150	24850	25550	26200	26850	27400	27950
MEAN	26450	27650	28900	30100	31250	32400	33550	34650	35700
TOTAL NUMBER	2401	3175	3345	3184	2928	2715	2595	2449	2231
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	13	22	8	5	9	15	11	4	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46900	51350	55200	58350	60850	62700	64050	65150	65850
UPPER QUARTILE	41850	45050	47650	49650	51200	52250	53000	53550	53900
MEDIAN	37150	39450	41250	42550	43550	44200	44650	45000	45200
LOWER QUARTILE	32800	34450	35700	36650	37300	37800	38100	38350	38550
LOWER DECILE	28850	30000	30850	31500	31900	32200	32400	32550	32600
MEAN	37650	40250	42400	44050	45350	46250	46900	47450	47800
TOTAL NUMBER	7142	6613	4766	4000	3790	4330	2790	3960	6565
OVER $88000	0	8	5	34	17	48	70	105	202
UNDER $17000	11	6	9	4	8	8	4	10	6

ALL INDUSTRY, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37400	38650	40000	41300	42700	44050	45450	46850	48250
UPPER QUARTILE	32750	34050	35400	36700	38000	39350	40650	41950	43200
MEDIAN	29200	30500	31800	33100	34400	35600	36800	37950	39100
LOWER QUARTILE	25900	27200	28400	29600	30800	31900	32950	34000	34950
LOWER DECILE	19600	21200	22750	24250	25750	27100	28400	29600	30700
MEAN	29650	30850	32100	33300	34550	35750	36950	38100	39250
TOTAL NUMBER	10	28	94	127	244	309	345	518	685
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	4	1	4	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51100	55400	59600	63650	67400	70800	73800	77100	80550
UPPER QUARTILE	45650	49150	52250	54950	57200	59000	60400	61700	62700
MEDIAN	41150	43850	46050	47750	49050	50000	50650	51200	51500
LOWER QUARTILE	36700	38850	40500	41750	42600	43200	43600	43850	44000
LOWER DECILE	32600	34700	36100	36950	37500	37800	37950	38050	38100
MEAN	41450	44450	47050	49250	51000	52350	53400	54300	55000
TOTAL NUMBER	2093	2684	2006	2089	1740	1986	1372	1902	3153
OVER $88000	0	8	5	34	16	47	68	105	201
UNDER $17000	2	3	6	3	4	7	1	8	4

ALL INDUSTRY, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29800	31450	33100	34650	36200	37650	39050	40350	41550
UPPER QUARTILE	28100	29550	30900	32250	33500	34700	35850	36900	37900
MEDIAN	26300	27500	28700	29800	30850	31850	32750	33600	34400
LOWER QUARTILE	24900	25800	26600	27400	28150	28800	29450	30050	30600
LOWER DECILE	22400	23350	24200	25000	25650	26250	26800	27250	27650
MEAN	26450	27650	28800	29900	30950	31950	32850	33700	34500
TOTAL NUMBER	2391	3147	3250	3056	2684	2405	2249	1931	1545
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	13	22	8	5	5	14	7	3	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43750	46400	48350	49700	50650	51250	51650	51900	52000
UPPER QUARTILE	39650	41800	43350	44450	45200	45700	46000	46200	46250
MEDIAN	35750	37350	38450	39200	39700	40000	40200	40350	40400
LOWER QUARTILE	31550	32650	33450	34000	34400	34650	34800	34900	34950
LOWER DECILE	28300	28950	29350	29600	29750	29800	29850	29850	29850
MEAN	35900	37600	38800	39650	40200	40600	40850	41000	41050
TOTAL NUMBER	5048	3929	2760	1911	2050	2344	1418	2058	3412
OVER $88000	0	0	0	0	1	0	2	0	1
UNDER $17000	9	3	3	1	4	1	3	2	2

ALL INDUSTRY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34850	36150	37500	38900	40300	41750	43200	44750	46300
UPPER QUARTILE	32100	33200	34300	35400	36550	37700	38900	40100	41300
MEDIAN	28750	29750	30800	31850	32900	33950	35000	36050	37100
LOWER QUARTILE	27300	27950	28600	29250	29950	30650	31350	32000	32700
LOWER DECILE	24950	25450	26000	26500	27050	27550	28100	28650	29200
MEAN	30000	30900	31800	32700	33650	34650	35600	36600	37550
TOTAL NUMBER	68	166	348	448	683	506	607	741	857
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	1	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49400	54150	58800	63050	66650	69300	70900	71300	68350
UPPER QUARTILE	43700	47300	50650	53650	56100	57850	58850	59000	56750
MEDIAN	39100	41900	44350	46350	47750	48650	49050	49000	48000
LOWER QUARTILE	34100	36100	38000	39650	41050	42100	42700	42750	40950
LOWER DECILE	30250	31800	33250	34550	35650	36550	37150	37500	36650
MEAN	39550	42450	45250	47750	49850	51400	52300	52500	50300
TOTAL NUMBER	2819	2312	2270	1695	1206	1236	853	806	1360
OVER $88000	0	1	5	17	18	23	40	33	45
UNDER $17000	1	0	0	0	2	0	0	0	1

ALL INDUSTRY, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	42750	43900	45100	46300	47600	48850	50150	51500	52850
UPPER QUARTILE	39050	40100	41150	42200	43300	44450	45550	46700	47850
MEDIAN	34650	35550	36400	37300	38200	39150	40050	41000	41950
LOWER QUARTILE	32250	33050	33900	34700	35550	36350	37150	37900	38700
LOWER DECILE	29900	30500	31050	31650	32250	32800	33400	33950	34550
MEAN	35900	36750	37650	38550	39500	40400	41350	42300	43250
TOTAL NUMBER	22	11	34	36	30	47	72	140	164
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55650	59950	64300	68600	72650	76300	79300	82050	82500
UPPER QUARTILE	50150	53650	57050	60150	62900	65100	66650	67400	65150
MEDIAN	43800	46550	49200	51550	53500	55000	55900	56150	53750
LOWER QUARTILE	40150	42150	43850	45200	46200	46800	47100	47000	46200
LOWER DECILE	35650	37200	38650	39900	40850	41550	41950	41900	40450
MEAN	45150	48000	50700	53200	55400	57100	58300	58900	57200
TOTAL NUMBER	911	845	925	791	585	660	413	350	627
OVER $88000	0	1	5	16	18	23	40	32	43
UNDER $17000	0	0	0	0	0	0	0	0	0

ALL INDUSTRY, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34300	35400	36500	37650	38800	39950	41050	42200	43300
UPPER QUARTILE	31750	32700	33700	34700	35650	36650	37600	38600	39550
MEDIAN	29550	30300	31000	31750	32450	33200	33950	34700	35400
LOWER QUARTILE	27200	27800	28350	28900	29500	30050	30650	31250	31800
LOWER DECILE	25150	25600	26050	26500	26950	27400	27850	28300	28750
MEAN	29950	30700	31400	32150	32900	33650	34400	35100	35850
TOTAL NUMBER	45	155	313	412	653	459	534	600	693
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45450	48500	51200	53400	55100	56250	56950	57200	56650
UPPER QUARTILE	41350	43950	46150	47950	49350	50250	50800	50950	50450
MEDIAN	36850	38900	40800	42450	43750	44650	45150	45200	43650
LOWER QUARTILE	32950	34600	36100	37500	38600	39500	40050	40250	39150
LOWER DECILE	29600	30900	32050	33100	33950	34650	35100	35350	34750
MEAN	37300	39450	41350	43050	44450	45450	46050	46200	44850
TOTAL NUMBER	1908	1467	1345	904	620	576	439	456	733
OVER $88000	0	0	0	1	0	0	0	1	1
UNDER $17000	1	0	0	0	2	0	0	0	1

ALL INDUSTRY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	43650	44950	46300	47700	49100	50500
UPPER QUARTILE	0	0	0	39650	40700	41800	42900	44000	45100
MEDIAN	0	0	0	34400	35450	36450	37500	38550	39650
LOWER QUARTILE	0	0	0	31400	32250	33050	33850	34700	35500
LOWER DECILE	0	0	0	28900	29650	30400	31150	31950	32700
MEAN	0	0	0	35650	36600	37650	38650	39700	40700
TOTAL NUMBER	1	0	0	20	34	49	85	68	94
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53350	57700	61950	65850	69150	71700	73150	73300	68650
UPPER QUARTILE	47300	50550	53600	56300	58450	59950	60600	60200	56150
MEDIAN	41750	44850	47750	50250	52100	53200	53450	52400	47350
LOWER QUARTILE	37150	39600	41850	43900	45550	46700	47300	47150	44450
LOWER DECILE	34150	36300	38250	39850	41050	41700	41800	41050	37600
MEAN	42800	45850	48750	51350	53400	54800	55450	55050	51150
TOTAL NUMBER	397	704	608	743	459	546	213	161	474
OVER $88000	0	0	0	7	3	35	5	9	13
UNDER $17000	0	0	0	0	2	0	0	0	0

ALL INDUSTRY, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	51300	52650	54000	55400
UPPER QUARTILE	0	0	0	0	0	50300	51150	52000	52850
MEDIAN	0	0	0	0	0.	40300	41350	42450	43500
LOWER QUARTILE	0	0	0	0	0	36700	37650	38600	39550
LOWER DECILE	0	0	0	0	0	33150	34000	34900	35750
MEAN	0	0	0	0	0	42100	43150	44200	45250
TOTAL NUMBER	0	0	0	0	2	8	6	14	9
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

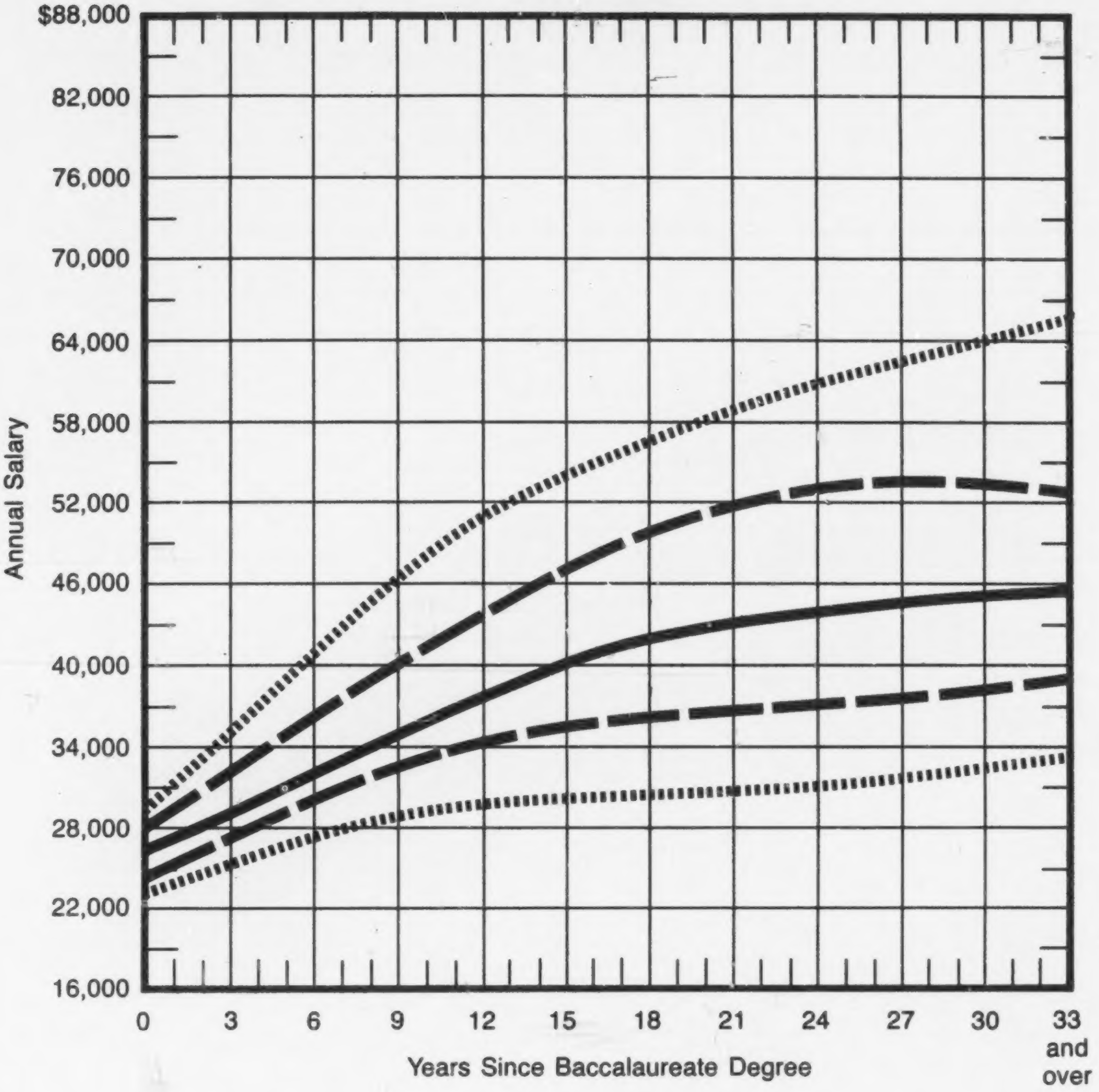
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58250	62650	67100	71450	75550	79250	82300	85100	85600
UPPER QUARTILE	54550	57000	59450	61700	63800	65600	67150	68600	69450
MEDIAN	45700	48950	52050	54850	57200	58900	59850	59800	56350
LOWER QUARTILE	41450	44200	46750	48950	50700	51850	52350	51800	48150
LOWER DECILE	37500	40100	42600	44850	46700	48050	48850	48800	46100
MEAN	47350	50500	53500	56300	58750	60650	61950	62550	60500
TOTAL NUMBER	90	298	270	343	224	329	92	50	176
OVER $88000	0	0	0	6	3	35	5	8	13
UNDER $17000	0	0	0	0	0	0	0	0	0

ALL INDUSTRY, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	42500	43550	44600	45650	46700	47700
UPPER QUARTILE	0	0	0	38800	39700	40600	41500	42400	43300
MEDIAN	0	0	0	34600	35350	36150	36900	37650	38400
LOWER QUARTILE	0	0	0	31550	32250	32950	33650	34350	35050
LOWER DECILE	0	0	0	29300	29900	30500	31150	31750	32350
MEAN	0	0	0	35550	36300	37100	37850	38650	39400
TOTAL NUMBER	1	0	0	20	31	41	79	54	84
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49650	52300	54600	56450	57800	58650	59000	58950	57850
UPPER QUARTILE	45050	47500	49700	51500	52800	53550	53650	52800	48950
MEDIAN	39900	42100	44050	45800	47150	48100	48550	48350	46000
LOWER QUARTILE	36400	38300	39950	41300	42250	42700	42700	41900	38800
LOWER DECILE	33500	35100	36550	37700	38550	39050	39200	38850	37100
MEAN	40900	43050	44950	46600	47900	48700	49000	48650	45950
TOTAL NUMBER	306	406	337	399	234	216	121	111	297
OVER $88000	0	0	0	1	0	0	0	0	0
UNDER $17000	0	0	0	0	2	0	0	0	0

ALL MANUFACTURING
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30550	32300	34000	35750	37550	39300	41000	42750	44400
UPPER QUARTILE	28800	30050	31350	32650	33950	35300	36650	37950	39300
MEDIAN	26400	27600	28800	30000	31150	32250	33350	34400	35400
LOWER QUARTILE	24950	25900	26850	27750	28600	29400	30200	30950	31700
LOWER DECILE	23900	24350	24800	25250	25700	26150	26600	27050	27450
MEAN	27200	28300	29400	30500	31650	32700	33800	34850	35900
TOTAL NUMBER	1408	1835	1929	1912	1903	1566	1692	1738	1565
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	4	3	5	5	8	16	11	4	5

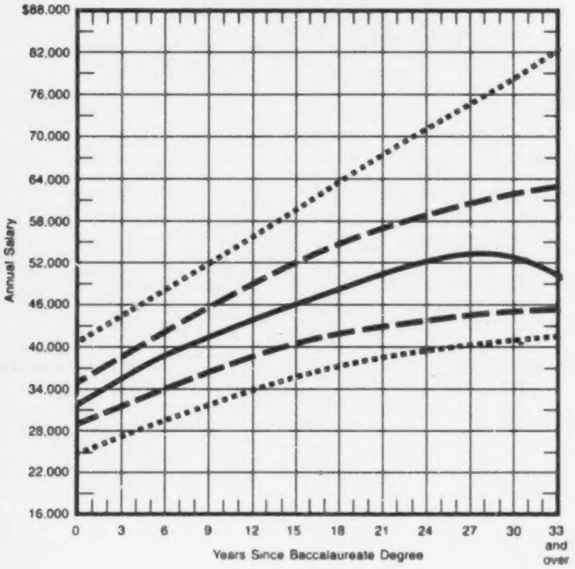
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47650	52050	55800	58900	61300	63050	64300	65300	65850
UPPER QUARTILE	41850	45450	48500	50850	52500	53450	53800	53650	52700
MEDIAN	37200	39550	41400	42850	43900	44600	45100	45450	45600
LOWER QUARTILE	33000	34700	36000	37050	37800	38300	38650	38950	39100
LOWER DECILE	28250	29450	30450	31350	32100	32700	33100	33450	33500
MEAN	37900	40550	42750	44550	45850	46800	47400	47850	48150
TOTAL NUMBER	5253	4958	4274	3535	2932	3578	2066	2895	5150
OVER $88000	0	8	5	31	26	41	81	106	144
UNDER $17000	12	5	9	3	12	8	4	9	7

LEGEND

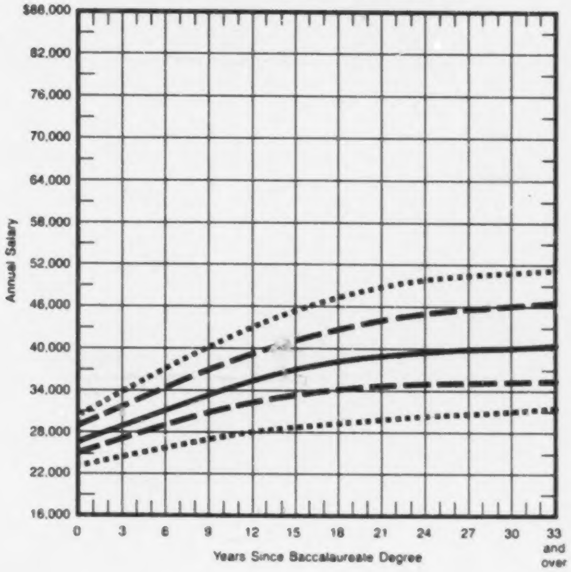
▮▮▮▮▮▮▮▮	Upper Decile
— — — —	Upper Quartil
▬▬▬▬	Median
— — — —	Lower Quartil
▮▮▮▮▮▮▮▮	Lower Decile

ALL MANUFACTURING

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	41900	42950	44000	45100	46200	47300	48450	49650	50850
UPPER QUARTILE	36550	37500	38500	39500	40500	41500	42550	43600	44650
MEDIAN	33250	34050	34900	35750	36600	37450	38350	39200	40100
LOWER QUARTILE	29400	30250	31100	31950	32750	33600	34400	35200	36000
LOWER DECILE	24600	25750	26850	27900	28950	29900	30900	31800	32650
MEAN	34000	34850	35700	36550	37400	38250	39150	40050	40950
TOTAL NUMBER	11	15	65	78	175	165	243	356	342
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	4	1	5	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53300	57100	61000	64900	68750	72450	75750	79450	82850
UPPER QUARTILE	46800	50050	53200	56150	58800	60950	62550	63550	62000
MEDIAN	41850	44450	46900	49100	50950	52350	53200	53400	51150
LOWER QUARTILE	37500	39550	41300	42700	43800	44600	45150	45500	45650
LOWER DECILE	34250	36200	37800	38950	39800	40400	40800	41100	41250
MEAN	42750	45400	48000	50450	52650	54450	55750	56650	55700
TOTAL NUMBER	1550	1826	1783	1719	1300	1755	1056	1252	2219
OVER $88000	0	8	5	30	25	41	79	106	143
UNDER $17000	2	2	6	3	4	7	1	8	4

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30400	32050	33600	35150	36600	38000	39300	40550	41750
UPPER QUARTILE	28550	29850	31150	32400	33550	34700	35750	36800	37750
MEDIAN	26400	27600	28750	29850	30850	31800	32750	33550	34350
LOWER QUARTILE	25150	25950	26750	27550	28250	28900	29550	30100	30650
LOWER DECILE	24000	24400	24800	25150	25550	25900	26200	26550	26850
MEAN	27100	28200	29200	30200	31150	32050	32900	33700	34450
TOTAL NUMBER	1396	1820	1863	1833	1727	1401	1448	1381	1223
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	4	3	6	5	4	15	6	3	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43800	46350	48200	49550	50450	51050	51400	51650	51750
UPPER QUARTILE	39450	41500	43100	44250	45050	45550	45900	46150	46250
MEDIAN	35700	37250	38400	39200	39750	40100	40300	40450	40500
LOWER QUARTILE	31600	32700	33550	34150	34550	34800	35000	35150	35200
LOWER DECILE	27450	28250	28950	29500	29950	30350	30650	30950	31150
MEAN	35800	37400	38650	39550	40200	40650	40950	41150	41250
TOTAL NUMBER	3702	3131	2490	1815	1631	1822	1010	1643	2931
OVER $88000	0	0	0	1	1	0	2	0	0
UNDER $17000	10	3	3	0	8	1	3	1	3

LEGEND

▪▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
▬▬▬▬ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪▪ Lower Decile

ALL MANUFACTURING, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30350	31900	33500	35100	36700	38300	39900	41450	43000
UPPER QUARTILE	28250	29650	31000	32400	33750	35100	36400	37700	38900
MEDIAN	26300	27500	28650	29800	30900	31950	33000	34000	34900
LOWER QUARTILE	24950	25850	26700	27600	28400	29200	29950	30650	31300
LOWER DECILE	23650	24150	24700	25200	25650	26150	26600	27000	27450
MEAN	26900	28000	29100	30200	31250	32300	33350	34350	35300
TOTAL NUMBER	1374	1743	1740	1692	1483	1384	1363	1374	1092
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	4	3	6	5	8	15	10	4	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46050	50250	53900	57000	59450	61400	62800	64000	64750
UPPER QUARTILE	41200	44250	46800	48750	50250	51250	51950	52450	52700
MEDIAN	36650	38850	40650	42000	43000	43700	44150	44500	44700
LOWER QUARTILE	32550	34100	35300	36250	36900	37350	37700	37950	38150
LOWER DECILE	28200	29250	30100	30750	31300	31750	32100	32350	32600
MEAN	37150	39600	41650	43300	44600	45600	46300	46900	47300
TOTAL NUMBER	3651	3501	2748	2242	2197	2583	1563	2379	4024
OVER $88000	0	7	1	13	10	23	55	75	104
UNDER $17000	11	5	9	3	8	8	4	9	6

ALL MANUFACTURING, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38550	39650	40750	41850	43000	44200	45400	46650	47900
UPPER QUARTILE	35450	36350	37300	38250	39250	40200	41250	42250	43250
MEDIAN	32650	33400	34200	35000	35800	36600	37400	38200	39050
LOWER QUARTILE	28500	29400	30300	31200	32050	32900	33750	34550	35350
LOWER DECILE	24850	25800	26750	27650	28550	29400	30250	31050	31850
MEAN	32500	33350	34200	35050	35900	36800	37700	38600	39500
TOTAL NUMBER	5	5	36	63	152	147	189	300	269
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	4	1	4	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50550	54650	58950	63300	67550	71650	75300	79200	82150
UPPER QUARTILE	45350	48500	51600	54550	57200	59450	61150	62350	61350
MEDIAN	40700	43100	45450	47550	49400	50850	51850	52400	51050
LOWER QUARTILE	36800	38800	40500	41950	43050	43950	44600	45150	45500
LOWER DECILE	33350	35300	36900	38200	39200	39950	40500	40950	41250
MEAN	41300	44050	46650	49150	51300	53150	54600	55700	55550
TOTAL NUMBER	996	1346	1157	1140	910	1112	792	1055	1753
OVER $88000	0	7	1	13	9	23	53	75	104
UNDER $17000	2	2	6	3	4	7	1	8	4

ALL MANUFACTURING, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30200	31700	33200	34650	36050	37400	38650	39850	40950
UPPER QUARTILE	28400	29650	30900	32100	33200	34300	35350	36300	37200
MEDIAN	26300	27500	28600	29650	30650	31600	32450	33250	33950
LOWER QUARTILE	25050	25900	26650	27400	28050	28700	29300	29800	30300
LOWER DECILE	23800	24250	24650	25050	25450	25800	26150	26500	26800
MEAN	26950	28000	29000	29950	30850	31700	32500	33250	34000
TOTAL NUMBER	1369	1738	1704	1628	1330	1236	1174	1074	822
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	4	3	6	5	4	14	6	3	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42900	45300	47100	48350	49200	49800	50150	50400	50500
UPPER QUARTILE	38800	40750	42200	43250	44000	44500	44800	45050	45150
MEDIAN	35250	36700	37750	38450	38950	39250	39400	39550	39600
LOWER QUARTILE	31150	32100	32800	33300	33600	33800	33950	34050	34100
LOWER DECILE	27350	28050	28650	29100	29450	29700	29900	30050	30200
MEAN	35250	36750	37900	38700	39300	39700	39950	40100	40200
TOTAL NUMBER	2655	2154	1590	1101	1286	1470	770	1324	2270
OVER $88000	0	0	0	0	1	0	2	0	0
UNDER $17000	9	3	3	0	4	1	3	1	2

ALL MANUFACTURING, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37200	38350	39550	40750	42000	43300	44600	45900	47250
UPPER QUARTILE	32950	33900	34900	35900	36900	37950	39000	40050	41100
MEDIAN	29750	30550	31350	32200	33000	33850	34700	35550	36350
LOWER QUARTILE	27350	27900	28500	29100	29650	30250	30850	31450	32050
LOWER DECILE	24550	25050	25600	26150	26700	27250	27800	28400	28950
MEAN	30650	31400	32250	33050	33900	34750	35600	36450	37350
TOTAL NUMBER	33	86	181	209	388	168	289	321	440
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	1	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50050	54250	58450	62350	65850	68600	70400	71050	67350
UPPER QUARTILE	43300	46550	49700	52650	55150	57050	58250	58550	55500
MEDIAN	38050	40450	42650	44600	46150	47250	47850	47800	45850
LOWER QUARTILE	33200	34950	36600	38100	39400	40450	41200	41700	41050
LOWER DECILE	30050	31650	33100	34450	35550	36400	36950	37150	36000
MEAN	39100	41700	44200	46500	48500	50050	51100	51500	49600
TOTAL NUMBER	1512	1139	1283	926	611	728	435	443	804
OVER $88000	0	0	3	11	13	2	24	29	27
UNDER $17000	1	0	0	0	2	0	0	0	1

ALL MANUFACTURING, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	46550	47550	48600	49650	50700	51750	52850	53950	55100
UPPER QUARTILE	41150	42100	43050	44000	45000	46000	46950	48000	49000
MEDIAN	36200	37000	37800	38600	39450	40250	41050	41900	42700
LOWER QUARTILE	34200	34850	35500	36150	36800	37450	38100	38700	39350
LOWER DECILE	31400	31900	32450	32950	33500	34000	34500	35000	35500
MEAN	37800	38600	39400	40200	41050	41850	42700	43500	44350
TOTAL NUMBER	6	9	29	15	21	15	48	42	63
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57350	60850	64350	67800	71150	74300	77100	80200	83150
UPPER QUARTILE	51000	54000	56850	59500	61800	63700	65100	66000	64800
MEDIAN	44300	46650	48850	50850	52500	53750	54550	54850	53150
LOWER QUARTILE	40550	42250	43700	44950	45850	46400	46550	46150	43900
LOWER DECILE	36450	37850	39050	40100	40900	41500	41800	41800	40600
MEAN	45950	48400	50700	52800	54600	56100	57200	57900	57050
TOTAL NUMBER	537	354	481	431	327	447	237	176	355
OVER $88000	0	0	3	10	13	2	24	29	27
UNDER $17000	0	0	0	0	0	0	0	0	0

ALL MANUFACTURING, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36300	37100	37900	38700	39550	40350	41200	42050	42900
UPPER QUARTILE	33250	33900	34600	35300	36000	36700	37400	38100	38800
MEDIAN	29900	30450	31050	31600	32200	32750	33350	33900	34450
LOWER QUARTILE	27550	27950	28400	28800	29200	29650	30050	30500	30900
LOWER DECILE	24550	24950	25400	25800	26250	26650	27100	27500	27900
MEAN	30600	31200	31750	32350	32950	33500	34100	34700	35250
TOTAL NUMBER	26	77	152	194	367	152	241	279	376
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44550	47050	49400	51550	53450	55000	56100	56800	55850
UPPER QUARTILE	40200	42200	44050	45750	47200	48300	49050	49400	48250
MEDIAN	35600	37200	38700	40100	41250	42150	42800	43200	42500
LOWER QUARTILE	31700	32900	34050	35100	36050	36850	37500	38150	38450
LOWER DECILE	28750	29950	31100	32150	33050	33850	34450	34900	34850
MEAN	36400	38100	39650	41100	42350	43300	44050	44500	43950
TOTAL NUMBER	975	784	802	494	283	280	198	267	448
OVER $88000	0	0	0	1	0	0	0	0	0
UNDER $17000	1	0	0	0	2	0	0	0	1

ALL MANUFACTURING, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	46650	47700	48800	49850	50950	52000
UPPER QUARTILE	0	0	0	40050	41050	42100	43150	44200	45200
MEDIAN	0	0	0	34400	35300	36250	37200	38150	39100
LOWER QUARTILE	0	0	0	30750	31650	32600	33550	34500	35450
LOWER DECILE	0	0	0	29650	30400	31150	31950	32700	33450
MEAN	0	0	0	36450	37350	38300	39250	40150	41100
TOTAL NUMBER	0	5	0	10	31	13	38	41	32
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54200	57350	60350	63000	65300	67050	68150	68550	66150
UPPER QUARTILE	47200	50000	52450	54400	55600	56100	55750	54100	48650
MEDIAN	41000	43750	46250	48450	50100	51100	51400	50650	46600
LOWER QUARTILE	37350	40100	42550	44550	45900	46500	46250	44700	39450
LOWER DECILE	34950	37100	39000	40550	41650	42200	42150	41200	37550
MEAN	42950	45650	48150	50250	51900	52950	53350	52800	49200
TOTAL NUMBER	89	317	241	366	123	266	67	72	322
OVER $88000	0	0	0	6	2	15	1	2	11
UNDER $17000	0	0	0	0	2	0	0	0	0

ALL MANUFACTURING, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	53350	54350	55400
UPPER QUARTILE	0	0	0	0	0	0	58050	57600	57250
MEDIAN	0	0	0	0	0	0	42400	43300	44250
LOWER QUARTILE	0	0	0	0	0	0	39600	40450	41300
LOWER DECILE	0	0	0	0	0	0	37750	38550	39350
MEAN	0	0	0	0	0	0	45900	46700	47500
TOTAL NUMBER	0	0	0	0	1	1	5	14	8
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

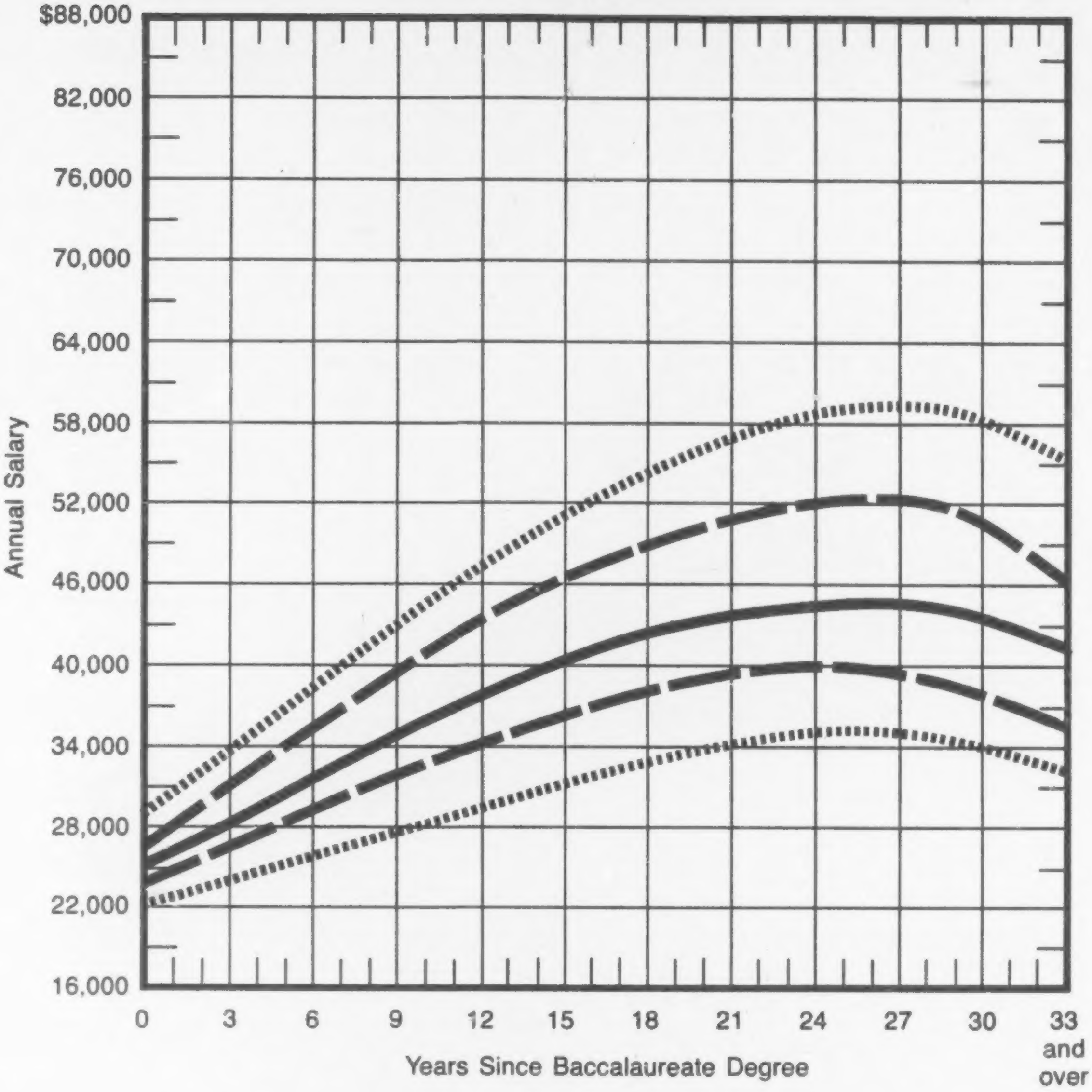
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57550	60900	64350	67900	71500	75100	78650	83200	90100
UPPER QUARTILE	56750	56500	56850	57600	58800	60250	62000	64550	68800
MEDIAN	46050	48600	50850	52650	53850	54500	54400	53250	48850
LOWER QUARTILE	42950	45350	47500	49250	50550	51350	51500	50800	47250
LOWER DECILE	40950	43250	45350	47100	48450	49300	49650	49150	46100
MEAN	49050	51350	53450	55350	56950	58200	59050	59450	58300
TOTAL NUMBER	16	124	143	146	62	195	26	20	110
OVER $88000	0	0	0	6	2	15	1	2	11
UNDER $17000	0	0	0	0	0	0	0	0	0

ALL MANUFACTURING, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	42550	43300	44050	44800	45550	46300
UPPER QUARTILE	0	0	0	38400	39150	39900	40650	41400	42100
MEDIAN	0	0	0	34150	34800	35400	36050	36700	37300
LOWER QUARTILE	0	0	0	31750	32400	33050	33700	34350	34950
LOWER DECILE	0	0	0	29550	30100	30650	31200	31750	32250
MEAN	0	0	0	35550	36200	36900	37550	38200	38850
TOTAL NUMBER	0	5	6	10	29	11	33	27	24
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47800	49950	51950	53750	55250	56500	57350	57900	57100
UPPER QUARTILE	43550	45550	47350	48850	50000	50700	50950	50550	48000
MEDIAN	38550	40300	41950	43400	44600	45450	46000	46200	44900
LOWER QUARTILE	36200	37900	39400	40600	41450	41850	41850	41150	38350
LOWER DECILE	33300	34800	36150	37300	38200	38800	39100	39050	37500
MEAN	40100	41900	43500	44850	45900	46600	46900	46700	44650
TOTAL NUMBER	72	192	97	219	61	71	41	52	211
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	2	0	0	0	0

AEROSPACE
ALL ENGINEERS

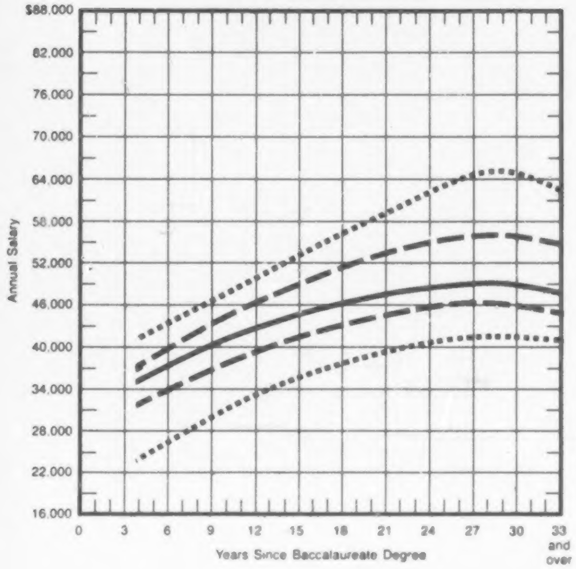


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29500	30900	32350	33850	35400	36950	38550	40200	41800
UPPER QUARTILE	27450	28650	29850	31100	32350	33650	34950	36300	37650
MEDIAN	25750	26800	27850	28900	30000	31100	32200	33300	34400
LOWER QUARTILE	24550	25350	26150	27000	27850	28700	29500	30350	31200
LOWER DECILE	23050	23650	24250	24850	25450	26100	26700	27300	27900
MEAN	27350	28250	29150	30050	31000	32000	32950	33950	34900
TOTAL NUMBER	327	570	314	269	293	244	226	152	203
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

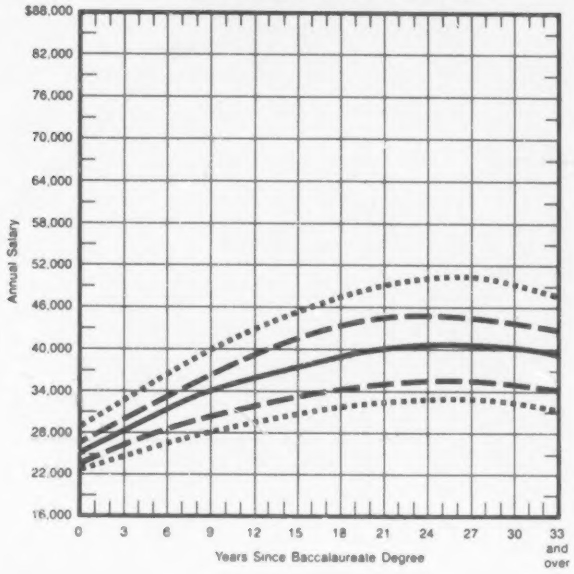
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45000	49550	53550	56550	58450	59250	59000	57600	54200
UPPER QUARTILE	40300	44150	47550	50200	51950	52650	52400	50800	46500
MEDIAN	36550	39500	41950	43800	44900	45250	45000	43850	41100
LOWER QUARTILE	32850	35100	37050	38550	39500	39900	39700	38700	35700
LOWER DECILE	29100	30800	32300	33550	34500	35000	35050	34500	31800
MEAN	36900	39700	42300	44450	46000	46900	47000	46050	42150
TOTAL NUMBER	655	731	608	583	766	772	623	565	1080
OVER $88000	0	0	0	0	0	2	2	0	5
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

┅┅┅┅ Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
┅┅┅┅ Lower Decile



SUPERVISORS



NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	41650	42800	43950	45150	46350
UPPER QUARTILE	0	0	0	0	38550	39550	40600	41600	42650
MEDIAN	0	0	0	0	36150	37050	37900	38800	39650
LOWER QUARTILE	0	0	0	0	32200	33150	34100	35050	36000
LOWER DECILE	0	0	0	0	24250	25950	27600	29150	30650
MEAN	0	0	0	0	36300	37200	38050	38950	39850
TOTAL NUMBER	1	1	2	3	5	5	9	30	6
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48750	52350	55850	59050	61800	63900	65250	65550	62300
UPPER QUARTILE	44750	47850	50750	53350	55450	56950	57750	57500	54000
MEDIAN	41400	43900	46250	48350	50000	51200	51750	51600	48800
LOWER QUARTILE	37850	40500	42800	44750	46150	46950	47150	46550	43950
LOWER DECILE	33200	36250	38300	39600	40450	40900	41200	41350	41400
MEAN	41650	44250	46750	48950	50750	52100	52900	52900	50400
TOTAL NUMBER	128	264	309	266	353	321	292	249	295
OVER $88000	0	0	0	0	0	2	2	0	5
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29350	30700	32100	33500	34950	36350	37750	39100	40400
UPPER QUARTILE	27500	28650	29800	30950	32100	33250	34400	35500	36550
MEDIAN	25600	26750	27850	29000	30050	31100	32150	33100	34050
LOWER QUARTILE	24750	25450	26150	26850	27550	28250	28950	29650	30300
LOWER DECILE	23300	23800	24350	24900	25400	25950	26450	27000	27500
MEAN	27350	28200	29050	29900	30750	31600	32450	33300	34100
TOTAL NUMBER	325	569	311	266	288	238	217	122	196
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42950	46200	48700	50300	51100	51250	50900	50000	48500
UPPER QUARTILE	38600	41150	43100	44350	44950	45000	44600	43750	42250
MEDIAN	35700	37700	39150	40000	40400	40500	40450	40200	39850
LOWER QUARTILE	31650	33450	34950	36100	36900	37200	37100	36450	34300
LOWER DECILE	28500	29950	31200	32200	32950	33350	33450	32950	30800
MEAN	35650	37700	39400	40650	41400	41700	41600	40950	39250
TOTAL NUMBER	526	467	299	316	413	450	330	316	785
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
▪▪▪▪▪▪ Lower Decile

AEROSPACE, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29400	30600	31800	33050	34350	35700	37050	38450	39900
UPPER QUARTILE	27600	28650	29750	30850	32000	33200	34400	35600	36850
MEDIAN	25700	26750	27800	28900	30000	31100	32150	33250	34300
LOWER QUARTILE	24750	25450	26200	27000	27750	28500	29300	30050	30800
LOWER DECILE	23250	23800	24350	24950	25500	26100	26650	27200	27800
MEAN	27200	28050	28900	29750	30650	31550	32450	33400	34300
TOTAL NUMBER	315	546	303	255	239	219	182	114	159
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42850	47250	51450	55150	57950	59550	59800	58150	51550
UPPER QUARTILE	39350	43050	46450	49300	51300	52250	52150	50350	44500
MEDIAN	36350	39150	41450	43050	44000	44250	43950	43000	40850
LOWER QUARTILE	32300	34450	36300	37800	38850	39350	39300	38400	35350
LOWER DECILE	28900	30450	31850	33000	33800	34250	34300	33700	31200
MEAN	36150	38900	41400	43600	45200	46150	46350	45400	41000
TOTAL NUMBER	411	572	423	330	599	593	473	496	876
OVER $88000	0	0	0	0	0	2	2	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

AEROSPACE, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	40050	0
UPPER QUARTILE	0	0	0	0	0	0	0	38150	0
MEDIAN	0	0	0	0	0	0	0	37150	0
LOWER QUARTILE	0	0	0	0	0	0	0	36100	0
LOWER DECILE	0	0	0	0	0	0	0	33150	0
MEAN	0	0	0	0	0	0	0	36950	0
TOTAL NUMBER	0	0	0	0	0	3	2	29	4
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44600	49400	54300	58900	62850	65750	67200	66600	59400
UPPER QUARTILE	41750	45450	49100	52450	55200	57250	58250	57950	53050
MEDIAN	40050	42850	45450	47800	49650	50900	51500	51050	47450
LOWER QUARTILE	38450	40700	42650	44300	45450	46200	46350	45850	43300
LOWER DECILE	34650	36150	37550	38800	39900	40800	41500	42000	41750
MEAN	40000	43050	45950	48550	50700	52200	52950	52650	48900
TOTAL NUMBER	91	216	230	173	267	233	231	225	226
OVER $88000	0	0	0	0	0	2	2	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

AEROSPACE, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29500	30600	31700	32850	34000	35150	36250	37400	38500
UPPER QUARTILE	27400	28550	29700	30850	32000	33150	34200	35250	36250
MEDIAN	25650	26800	27900	28950	30000	31000	32000	32900	33750
LOWER QUARTILE	24900	25550	26200	26850	27450	28100	28700	29350	29950
LOWER DECILE	23550	24000	24450	24950	25400	25850	26300	26750	27200
MEAN	27250	28050	28850	29650	30450	31200	32000	32750	33500
TOTAL NUMBER	315	546	303	255	238	215	179	85	154
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40700	43650	46100	47900	49000	49400	49150	48100	45500
UPPER QUARTILE	38050	40300	41850	42850	43250	43300	43100	42650	41950
MEDIAN	35300	37100	38400	39200	39650	39850	39850	39800	39650
LOWER QUARTILE	31100	32700	34100	35150	35850	36200	36200	35750	34050
LOWER DECILE	28050	29250	30300	31150	31800	32200	32300	31950	30300
MEAN	34850	36750	38250	39350	40050	40350	40300	39800	38350
TOTAL NUMBER	320	355	192	156	332	359	242	270	650
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

AEROSPACE, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	43950	44650	45350	46050	46750	47400	48100	48800	49450
UPPER QUARTILE	32600	33550	34500	35500	36500	37550	38550	39600	40650
MEDIAN	27050	28000	29000	30000	31000	32050	33150	34200	35300
LOWER QUARTILE	23600	24500	25450	26400	27400	28400	29450	30450	31500
LOWER DECILE	21600	22400	23250	24100	24950	25850	26750	27650	28600
MEAN	30150	31000	31850	32700	33600	34450	35350	36250	37150
TOTAL NUMBER	11	23	10	13	54	23	41	37	43
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50750	52650	54350	55850	57150	58150	58800	59200	58350
UPPER QUARTILE	42800	45950	48950	51600	53800	55300	56050	55700	51800
MEDIAN	37450	40650	43600	46050	47850	48850	48950	47800	43250
LOWER QUARTILE	33550	36450	39050	41050	42350	42800	42450	40950	36850
LOWER DECILE	30450	33150	35650	37700	39150	39800	39700	38400	34100
MEAN	38950	41600	44050	46200	47900	49050	49500	49050	45550
TOTAL NUMBER	237	108	168	212	138	158	142	65	180
OVER $88000	0	0	0	0	0	0	0	0	2
UNDER $17000	0	0	0	0	0	0	0	0	0

AEROSPACE, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	59350	0	0
UPPER QUARTILE	0	0	0	0	0	0	47850	0	0
MEDIAN	0	0	0	0	0	0	44300	0	0
LOWER QUARTILE	0	0	0	0	0	0	37350	0	0
LOWER DECILE	0	0	0	0	0	0	25250	0	0
MEAN	0	0	0	0	0	0	43200	0	0
TOTAL NUMBER	0	1	2	2	4	1	6	1	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55100	54850	55950	57750	60000	62250	64300	66400	68000
UPPER QUARTILE	50350	52050	53500	54750	55700	56300	56550	56350	54500
MEDIAN	46400	47800	49100	50150	51000	51600	51950	52000	50850
LOWER QUARTILE	46000	46150	45900	45800	45750	45750	45750	45750	45750
LOWER DECILE	32400	36450	39300	41100	42200	42850	43150	43350	43450
MEAN	45500	47150	48650	50050	51250	52200	52900	53500	53250
TOTAL NUMBER	37	28	77	80	75	84	56	23	65
OVER $88000	0	0	0	0	0	0	0	0	2
UNDER $17000	0	0	0	0	0	0	0	0	0

AEROSPACE, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	42650	43100	43600	44050	44500	44950	45400	45850	46300
UPPER QUARTILE	31200	32050	32950	33800	34700	35650	36550	37450	38400
MEDIAN	26850	27700	28550	29450	30350	31250	32200	33150	34050
LOWER QUARTILE	23950	24800	25650	26550	27450	28350	29300	30200	31150
LOWER DECILE	22150	22900	23600	24400	25150	25950	26750	27550	28350
MEAN	29550	30300	31100	31900	32700	33500	34300	35100	35900
TOTAL NUMBER	10	22	8	10	49	21	35	36	40
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47200	48500	49750	50900	52000	53050	53950	54950	56150
UPPER QUARTILE	40250	42950	45450	47650	49350	50450	50900	50400	46750
MEDIAN	35950	38700	41250	43350	44950	45750	45800	44550	39750
LOWER QUARTILE	33000	35650	37950	39800	40950	41350	41000	39450	34950
LOWER DECILE	30000	32400	34650	36550	37950	38750	38800	37750	33550
MEAN	37450	39750	41800	43550	44800	45600	45750	45100	41700
TOTAL NUMBER	199	80	90	131	63	74	85	42	115
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

AEROSPACE, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	1	2	0	0
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	**9-11**	**12-14**	**15-17**	**18-20**	**21-23**	**24-26**	**27-29**	**30-32**	**33+**
UPPER DECILE	42750	46700	51000	55650	60600	65800	71150	0	88150
UPPER QUARTILE	42950	45000	47100	49200	51250	53300	55300	0	61550
MEDIAN	45200	40800	39500	40050	41850	44650	48250	0	61550
LOWER QUARTILE	44200	38350	36900	37700	39950	43250	47300	0	59650
LOWER DECILE	33350	34950	36500	38050	39550	40900	42150	0	45150
MEAN	41900	41100	41900	43800	46500	49750	53200	0	62050
TOTAL NUMBER	6	50	17	40	28	20	7	3	23
OVER $88000	0	0	0	0	0	0	0	0	2
UNDER *17000	0	0	0	0	0	0	0	0	0

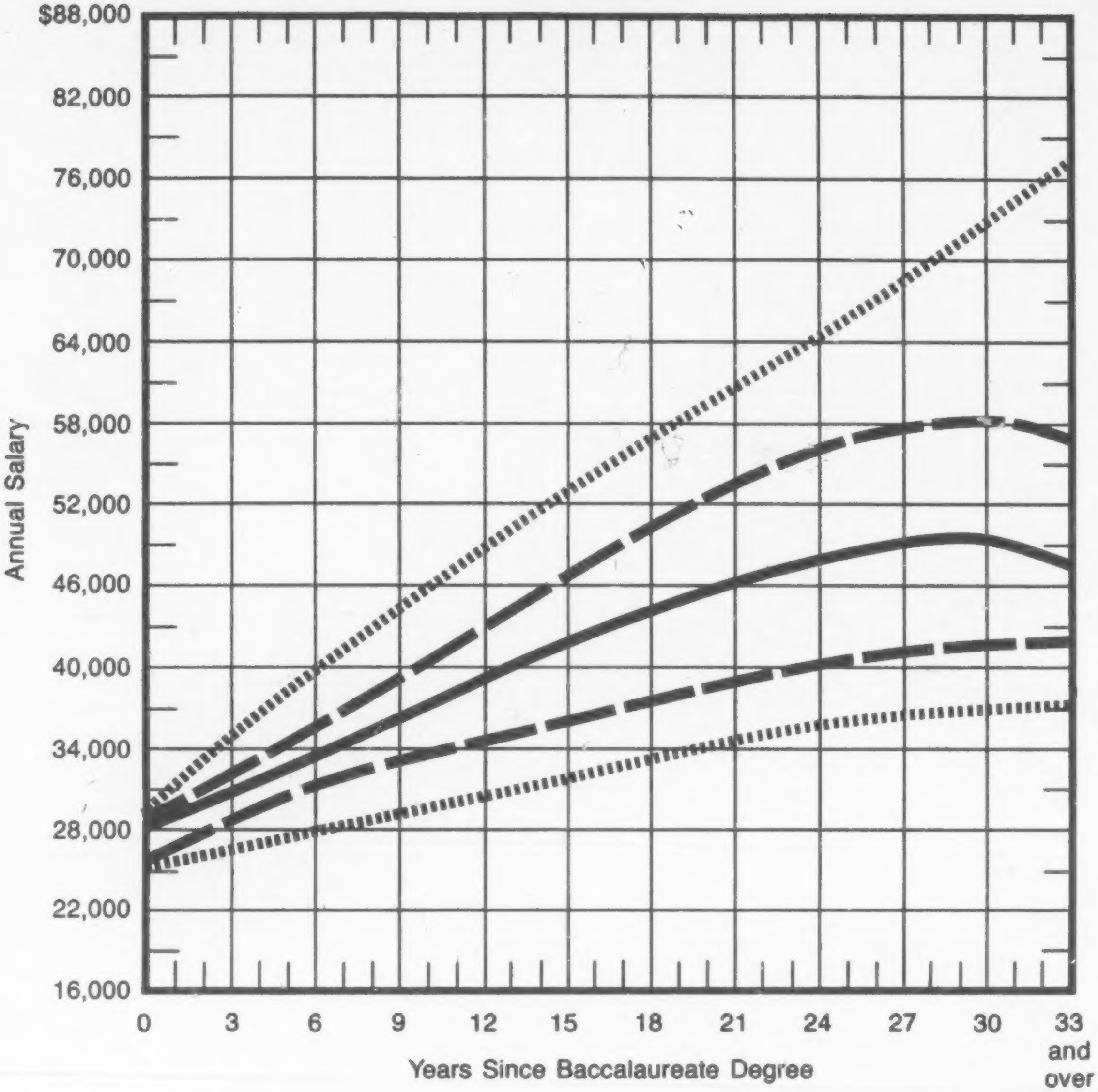
AEROSPACE, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	**9-11**	**12-14**	**15-17**	**18-20**	**21-23**	**24-26**	**27-29**	**30-32**	**33+**
UPPER DECILE	0	44500	0	56100	62200	0	0	0	0
UPPER QUARTILE	0	44000	0	54450	59150	0	0	0	0
MEDIAN	0	43250	0	51750	55950	0	0	0	0
LOWER QUARTILE	0	42750	0	46800	52100	0	0	0	0
LOWER DECILE	0	42300	0	45600	49650	0	0	0	0
MEAN	0	43250	0	51200	55450	0	0	0	0
TOTAL NUMBER	0	19	0	11	10	3	4	0	3
OVER $88000	0	0	0	0	0	0	0	0	2
UNDER $17000	0	0	0	0	0	0	0	0	0

AEROSPACE, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	1	2	0	0
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	**9-11**	**12-14**	**15-17**	**18-20**	**21-23**	**24-26**	**27-29**	**30-32**	**33+**
UPPER DECILE	50500	49950	49750	49850	50300	51100	0	0	60950
UPPER QUARTILE	45500	42900	41600	41300	41800	43150	0	0	61550
MEDIAN	42700	40000	39050	39300	40500	42600	0	0	60000
LOWER QUARTILE	42400	37550	36350	37100	39200	42300	0	0	58500
LOWER DECILE	27550	30350	33300	36300	39150	41700	0	0	44250
MEAN	41050	40350	40400	41050	42300	44000	0	0	57550
TOTAL NUMBER	6	31	16	29	17	17	3	3	19
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

CHEMICALS
ALL ENGINEERS

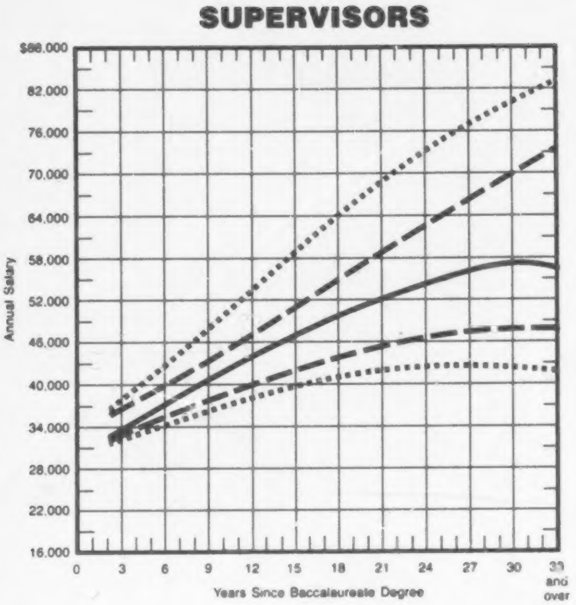


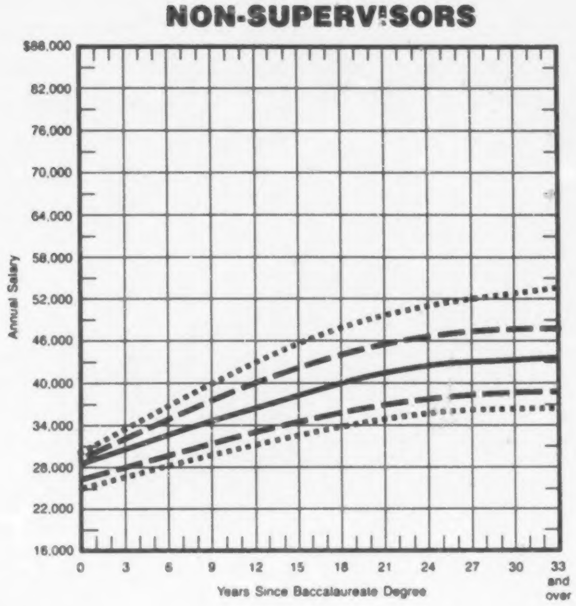
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30650	31950	33300	34700	36100	37550	39000	40500	42050
UPPER QUARTILE	29700	30750	31800	32900	34050	35200	36350	37550	38750
MEDIAN	28450	29200	30000	30850	31650	32500	33350	34200	35050
LOWER QUARTILE	26350	27150	27950	28750	29550	30300	31050	31800	32500
LOWER DECILE	25550	26000	26450	26900	27400	27850	28350	28800	29300
MEAN	28250	29100	30000	30900	31800	32750	33650	34650	35600
TOTAL NUMBER	222	184	418	460	523	321	591	597	605
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45150	49900	54600	59150	63450	67350	70700	74300	77850
UPPER QUARTILE	41200	44850	48400	51650	54400	56450	57800	58300	56400
MEDIAN	36800	39400	41950	44250	46250	47800	48800	49100	46900
LOWER QUARTILE	33850	35700	37250	38550	39600	40450	41050	41650	42100
LOWER DECILE	30200	31600	32900	34150	35250	36200	37000	37700	37850
MEAN	37550	40550	43450	46150	48500	50400	51750	52500	51250
TOTAL NUMBER	1843	1659	1873	1152	663	1097	376	794	1844
OVER $88000	0	0	0	16	16	23	14	34	49
UNDER $17000	0	0	0	0	0	0	0	1	1

LEGEND

▮▮▮▮▮▮▮▮ Upper Decile
— — — — Upper Quartile
━━━━━ Median
— — — - — Lower Quartile
▮▮▮▮▮▮▮▮ Lower Decile


SUPERVISORS


NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	36900	38300	39750	41300	42850	44450	46100
UPPER QUARTILE	0	0	36600	37550	38550	39600	40650	41750	42850
MEDIAN	0	0	33350	34250	35150	36100	37100	38050	39050
LOWER QUARTILE	0	0	33350	34000	34600	35250	35900	36550	37200
LOWER DECILE	0	0	32250	32850	33400	34000	34550	35150	35700
MEAN	0	0	34350	35250	36200	37150	38150	39150	40150
TOTAL NUMBER	0	2	5	9	41	17	27	163	166
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49500	54900	60500	66050	71300	75850	79500	82500	82700
UPPER QUARTILE	45150	48700	52450	56250	60050	63700	67000	70750	74100
MEDIAN	41050	44150	47150	50000	52600	54750	56300	57300	55800
LOWER QUARTILE	38500	40400	42200	43850	45300	46450	47350	48050	47650
LOWER DECILE	36800	38400	39800	41050	42050	42800	43200	43250	42000
MEAN	42200	45350	48500	51500	54350	56750	58700	60250	59800
TOTAL NUMBER	529	505	804	566	366	582	203	354	844
OVER $88000	0	0	0	15	16	23	14	34	48
UNDER $17000	0	0	0	0	0	0	0	1	1

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30200	31550	32900	34250	35550	36850	38100	39300	40450
UPPER QUARTILE	29750	30700	31650	32600	33500	34450	35400	36300	37250
MEDIAN	28000	28900	29750	30600	31400	32200	33000	33750	34450
LOWER QUARTILE	27100	27600	28100	28650	29200	29700	30200	30750	31250
LOWER DECILE	25750	26100	26500	26850	27250	27650	28000	28400	28800
MEAN	28250	29050	29850	30650	31400	32200	33000	33750	34500
TOTAL NUMBER	222	181	412	450	481	304	564	434	438
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42600	45450	47800	49600	51000	51950	52550	53050	53250
UPPER QUARTILE	39000	41450	43600	45350	46700	47600	48100	48300	47800
MEDIAN	35800	37600	39100	40350	41300	42050	42600	43050	43450
LOWER QUARTILE	32250	33750	35100	36300	37300	38150	38750	39150	38900
LOWER DECILE	29550	30650	31750	32750	33700	34500	35250	36000	36600
MEAN	35900	37900	39600	41050	42250	43100	43750	44250	44600
TOTAL NUMBER	1314	1154	1069	585	296	514	173	439	999
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

········ Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
········ Lower Decile

CHEMICAL, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30450	31700	32950	34300	35650	37050	38500	39950	41400
UPPER QUARTILE	28800	30050	31250	32500	33750	34950	36200	37450	38650
MEDIAN	27750	28650	29600	30500	31450	32400	33350	34300	35200
LOWER QUARTILE	25950	26850	27700	28600	29450	30300	31100	31950	32700
LOWER DECILE	24550	25350	26150	27000	27800	28550	29350	30100	30850
MEAN	27400	28500	29550	30600	31700	32750	33850	34900	35950
TOTAL NUMBER	221	181	381	348	289	271	508	503	406
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44450	49050	53700	58300	62600	66600	70100	73950	77950
UPPER QUARTILE	41000	44300	47250	49800	51950	53650	54950	56200	57150
MEDIAN	37000	39600	41900	43900	45500	46700	47550	48200	48450
LOWER QUARTILE	34200	36200	37900	39250	40300	41100	41700	42150	42550
LOWER DECILE	32200	34050	35500	36600	37300	37700	37850	37700	37250
MEAN	38000	40850	43450	45700	47600	49100	50300	51450	52400
TOTAL NUMBER	1285	938	1014	513	478	735	301	627	1297
OVER $88000	0	0	0	12	2	8	12	18	33
UNDER $17000	0	0	0	0	0	0	0	1	1

CHEMICAL, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	35400	37050	38700	40400	42150	43900	45700
UPPER QUARTILE	0	0	37450	38250	39050	39850	40750	41600	42500
MEDIAN	0	0	34600	35250	35900	36550	37200	37850	38550
LOWER QUARTILE	0	0	34150	34650	35100	35600	36100	36600	37100
LOWER DECILE	0	0	33250	33700	34100	34550	34950	35400	35800
MEAN	0	0	35150	35900	36700	37500	38300	39100	39950
TOTAL NUMBER	0	2	5	9	37	12	24	152	149
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49300	54750	60050	65100	69600	73600	76850	80150	82900
UPPER QUARTILE	44350	47300	50450	53750	57300	60950	64800	70050	79250
MEDIAN	39900	42000	44150	46250	48400	50400	52350	54700	57800
LOWER QUARTILE	38150	39650	41150	42650	44100	45500	46800	48350	50500
LOWER DECILE	36650	37850	39000	40150	41200	42200	43100	44200	45600
MEAN	41650	44250	46900	49550	52150	54650	56900	59450	62100
TOTAL NUMBER	313	297	513	272	261	343	167	289	607
OVER $88000	0	0	0	12	2	8	12	18	33
UNDER $17000	0	0	0	0	0	0	0	1	1

CHEMICAL, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29800	31100	32450	33700	35000	36300	37500	38750	39900
UPPER QUARTILE	28750	29850	31000	32100	33150	34250	35300	36300	37300
MEDIAN	27550	28500	29400	30350	31250	32100	32950	33800	34600
LOWER QUARTILE	26050	26850	27650	28450	29250	30000	30750	31500	32200
LOWER DECILE	24950	25650	26300	27000	27650	28300	28950	29550	30150
MEAN	27450	28400	29400	30350	31300	32200	33150	34000	34850
TOTAL NUMBER	220	178	376	338	251	259	483	350	257
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42100	45000	47350	49200	50500	51400	51950	52400	52650
UPPER QUARTILE	39150	41600	43600	45100	46200	46900	47350	47650	47750
MEDIAN	36050	38000	39600	40850	41800	42500	43000	43400	43700
LOWER QUARTILE	33500	35250	36650	37750	38500	39000	39250	39350	39250
LOWER DECILE	31250	32700	33900	34750	35350	35700	35800	35650	35200
MEAN	36450	38550	40250	41600	42550	43250	43700	44000	44200
TOTAL NUMBER	971	641	501	240	216	392	134	337	689
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

CHEMICAL, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	33950	35150	36350	37600	38900	40250	41650
UPPER QUARTILE	0	0	32900	33850	34850	35850	36900	38000	39100
MEDIAN	0	0	30950	31650	32400	33100	33850	34600	35300
LOWER QUARTILE	0	0	32750	31750	31100	30650	30400	30300	30350
LOWER DECILE	0	0	26000	26400	26750	27150	27550	27950	28350
MEAN	0	0	30750	31500	32250	33050	33850	34650	35450
TOTAL NUMBER	1	3	36	112	232	49	74	83	189
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44550	49250	54250	59450	64550	69350	73450	77200	77250
UPPER QUARTILE	41300	44750	48250	51700	54850	57600	59750	61350	60250
MEDIAN	36750	38900	40900	42650	44100	45150	45750	45800	43850
LOWER QUARTILE	30800	32100	33850	35900	38000	39950	41600	43150	44250
LOWER DECILE	29150	30400	31650	32950	34200	35450	36700	38250	40700
MEAN	37100	39600	42100	44550	46800	48850	50500	52050	52450
TOTAL NUMBER	517	598	720	388	131	162	37	113	279
OVER $88000	0	0	0	3	11	1	1	14	14
UNDER $17000	0	0	0	0	0	0	0	0	0

CHEMICAL, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	40750	0	44250	46150
UPPER QUARTILE	0	0	0	0	0	36800	0	39750	41350
MEDIAN	0	0	0	0	0	33400	0	36350	37900
LOWER QUARTILE	0	0	0	0	0	33350	0	35500	36600
LOWER DECILE	0	0	0	0	0	33950	0	35500	36250
MEAN	0	0	0	0	0	35850	0	38500	39850
TOTAL NUMBER	0	0	0	0	3	5	2	10	17
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50000	56150	62600	68950	74950	80150	84150	87400	87750
UPPER QUARTILE	44600	49900	55500	61200	66650	71300	74650	76300	71000
MEDIAN	41150	46150	50950	55100	57950	59050	58150	54250	43400
LOWER QUARTILE	38800	42000	44950	47400	49150	49950	49750	47950	41850
LOWER DECILE	37800	39950	41900	43450	44600	45200	45200	44350	40800
MEAN	42650	47050	51400	55500	59000	61500	62750	62200	55750
TOTAL NUMBER	214	185	202	191	74	64	22	49	148
OVER $88000	0	0	0	3	11	1	1	14	14
UNDER $17000	0	0	0	0	0	0	0	0	0

CHEMICAL, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	35250	36000	36800	37600	38400	39250	40050
UPPER QUARTILE	0	0	35400	35550	35700	35900	36100	36350	36600
MEDIAN	0	0	34950	33750	32900	32250	31850	31650	31550
LOWER QUARTILE	0	0	32850	31550	30600	30000	29600	29400	29400
LOWER DECILE	0	0	32500	30250	28750	27850	27300	27050	27050
MEAN	0	0	33550	33150	32950	32800	32800	32900	33100
TOTAL NUMBER	1	3	36	112	228	44	72	73	172
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41650	44050	46400	48700	50850	52850	54650	56700	59100
UPPER QUARTILE	37200	38300	39500	40850	42250	43750	45200	46950	49150
MEDIAN	31700	32600	34100	36000	38050	40100	42000	43950	45550
LOWER QUARTILE	29700	30850	32550	34600	36750	38750	40500	42150	43300
LOWER DECILE	27450	28900	30900	33100	35150	36850	38100	39050	39550
MEAN	33700	35000	36700	38600	40550	42450	44100	45800	47150
TOTAL NUMBER	302	412	517	196	56	98	15	63	131
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

CHEMICAL, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	38000	39650	41350
UPPER QUARTILE	0	0	0	0	0	0	36950	38150	39350
MEDIAN	0	0	0	0	0	0	33800	34850	35950
LOWER QUARTILE	0	0	0	0	0	0	31400	32550	33750
LOWER DECILE	0	0	0	0	0	0	30150	31250	32400
MEAN	0	0	0	0	0	0	34350	35550	36800
TOTAL NUMBER	0	0	0	0	1	0	8	10	8
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44850	50350	55750	60650	64400	66350	66200	62850	51500
UPPER QUARTILE	41800	45500	49000	52000	54300	55650	55850	54350	47900
MEDIAN	38200	41550	44800	47700	50000	51500	52050	51200	46000
LOWER QUARTILE	36150	39700	43100	45950	47900	48750	48350	46000	38650
LOWER DECILE	34650	38100	41300	44000	45950	46800	46500	44350	37450
MEAN	39300	43150	46800	50050	52550	54050	54300	52700	45900
TOTAL NUMBER	40	122	138	250	54	198	37	54	267
OVER $88000	0	0	0	0	2	13	0	1	0
UNDER $17000	0	0	0	0	0	0	0	0	0

CHEMICAL, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

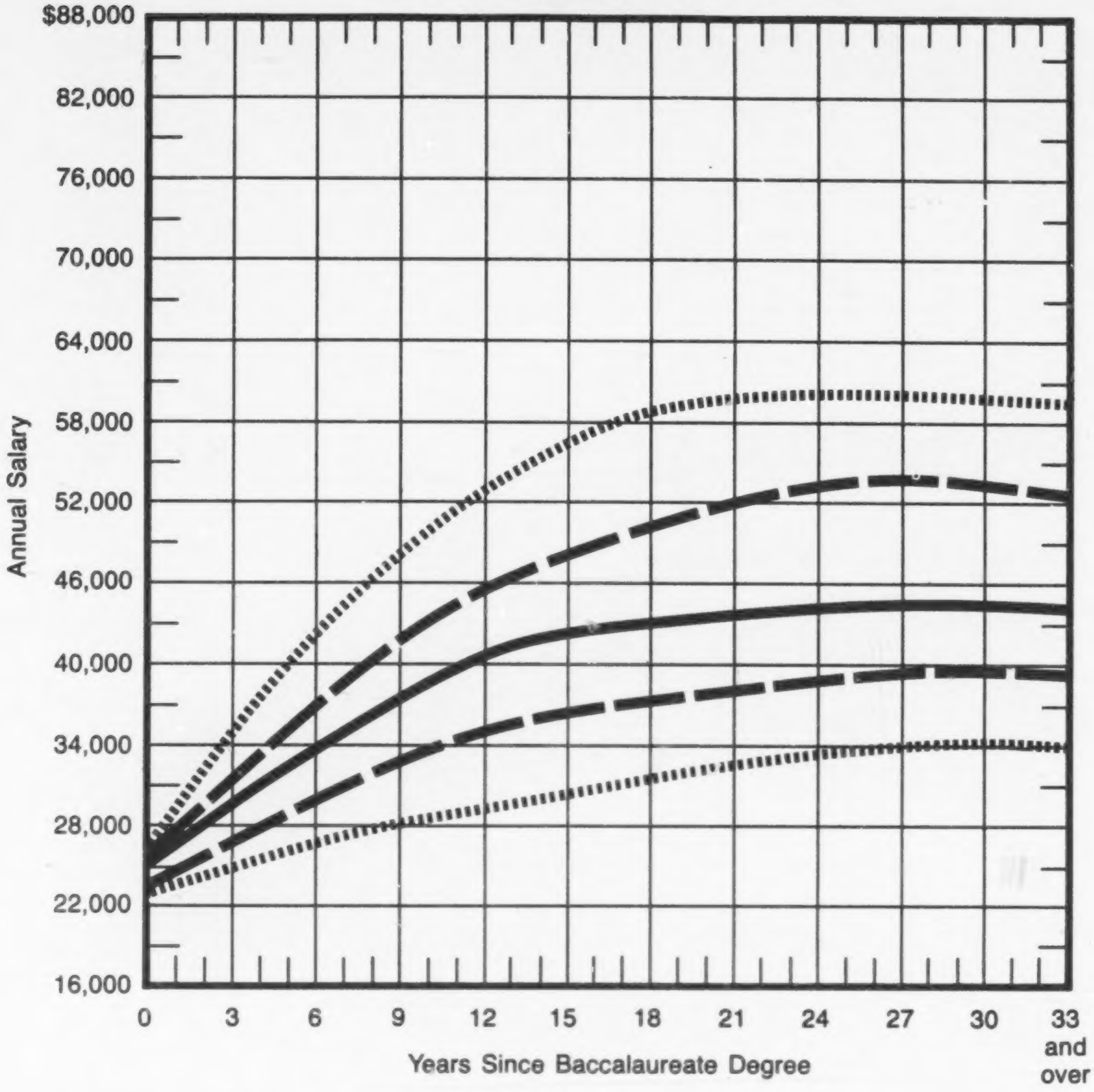
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	50600	56800	63200	69250	74350	77800	78950	71350
UPPER QUARTILE	0	47500	51350	54700	57200	58600	58600	56650	49050
MEDIAN	0	44550	47950	50900	53250	54700	55100	53950	48150
LOWER QUARTILE	0	43350	46400	49050	51100	52350	52700	51700	46650
LOWER DECILE	0	41850	44950	47700	49850	51250	51750	50900	45850
MEAN	0	46000	49800	53250	56050	57950	58700	57850	51850
TOTAL NUMBER	1	22	88	102	30	174	13	15	88
OVER $88000	0	0	0	0	2	13	0	1	0
UNDER $17000	0	0	0	0	0	0	0	0	0

CHEMICAL, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	39750	40850	42000
UPPER QUARTILE	0	0	0	0	0	0	36200	37150	38100
MEDIAN	0	0	0	0	0	0	34050	35000	35900
LOWER QUARTILE	0	0	0	0	0	0	33100	33950	34800
LOWER DECILE	0	0	0	0	0	0	32350	33100	33850
MEAN	0	0	0	0	0	0	35500	36400	37300
TOTAL NUMBER	0	0	0	0	1	0	8	10	8
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44300	47600	50650	53150	54950	55900	55800	54250	48250
UPPER QUARTILE	40050	42850	45500	47850	49650	50900	51350	50800	46950
MEDIAN	37750	40400	42700	44600	45850	46350	46100	44550	39450
LOWER QUARTILE	36450	38850	40900	42550	43700	44150	43900	42550	38050
LOWER DECILE	35350	37400	39250	40700	41700	42150	42050	41000	37200
MEAN	39050	41650	43950	45900	47300	48050	48150	47150	42950
TOTAL NUMBER	39	99	49	148	23	24	23	38	179
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

COMPUTER
ALL ENGINEERS

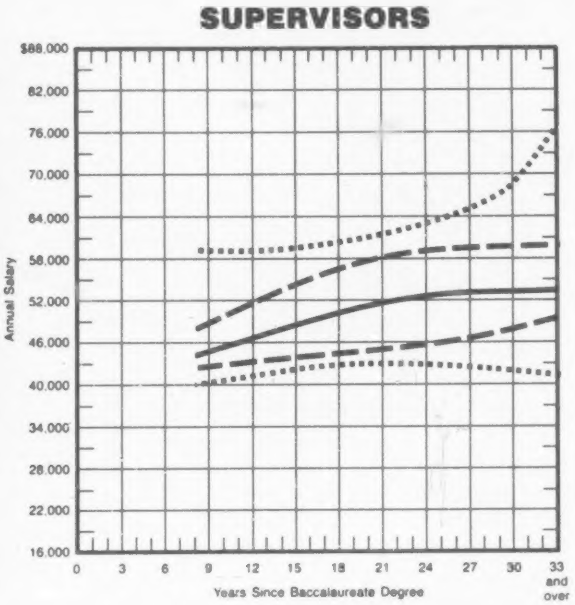


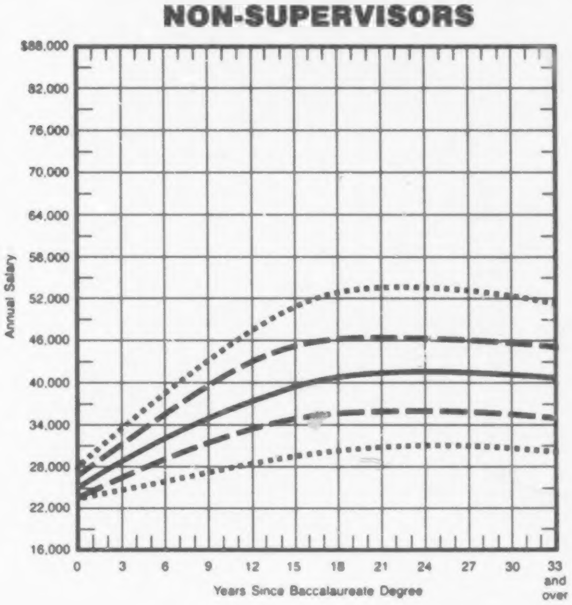
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27450	29700	32000	34350	36800	39200	41550	43900	46150
UPPER QUARTILE	26000	27950	30000	32050	34050	36050	38000	39900	41650
MEDIAN	25250	26850	28500	30100	31700	33250	34750	36150	37450
LOWER QUARTILE	24550	25600	26600	27650	28650	29650	30600	31500	32400
LOWER DECILE	23900	24500	25100	25700	26300	26850	27400	27950	28450
MEAN	25550	27050	28600	30150	31700	33150	34600	36000	37350
TOTAL NUMBER	15	19	17	20	27	26	16	15	15
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50200	55000	58150	59850	60450	60450	60250	59850	59500
UPPER QUARTILE	44800	48450	50850	52200	52850	53050	53050	53000	52900
MEDIAN	39750	42350	43900	44650	44850	44750	44550	44250	44000
LOWER QUARTILE	34000	36000	37500	38500	39100	39400	39500	39450	39300
LOWER DECILE	29450	30800	31900	32800	33400	33850	34100	34200	34000
MEAN	39750	42600	44550	45750	46400	46600	46600	46500	46350
TOTAL NUMBER	40	38	34	49	39	48	30	28	31
OVER $88000	0	0	0	1	0	1	0	0	2
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

- ▮▮▮▮▮▮▮▮ **Upper Decile**
- — — — — **Upper Quartile**
- ━━━━ **Median**
- — — — — **Lower Quartile**
- ▮▮▮▮▮▮▮▮ **Lower Decile**





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	59600
UPPER QUARTILE	0	0	0	0	0	0	0	0	48200
MEDIAN	0	0	0	0	0	0	0	0	45100
LOWER QUARTILE	0	0	0	0	0	0	0	0	44050
LOWER DECILE	0	0	0	0	0	0	0	0	40200
MEAN	0	0	0	0	0	0	0	0	47950
TOTAL NUMBER	0	0	0	0	0	3	2	2	6
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	59550	59700	60200	61000	62150	63650	65650	69100	78250
UPPER QUARTILE	51300	54750	57000	58400	59200	59600	59850	60000	60100
MEDIAN	46600	48500	50050	51300	52300	53050	53600	54050	54400
LOWER QUARTILE	43950	43950	44050	44350	44800	45400	46150	47500	50900
LOWER DECILE	40600	41100	41450	41750	41950	42000	41900	41650	40750
MEAN	48550	49450	50350	51300	52300	53350	54400	55850	58550
TOTAL NUMBER	7	10	10	20	14	22	8	13	9
OVER $88000	0	0	0	1	0	1	0	0	2
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27750	29700	31650	33650	35700	37700	39650	41550	43400
UPPER QUARTILE	26050	27950	29850	31750	33600	35400	37050	38600	40050
MEDIAN	25600	27000	28400	29750	31100	32350	33550	34650	35700
LOWER QUARTILE	24600	25600	26550	27500	28400	29250	30050	30850	31550
LOWER DECILE	24100	24550	25000	25400	25850	26250	26650	27100	27500
MEAN	25750	27100	28450	29800	31150	32400	33600	34750	35800
TOTAL NUMBER	15	19	17	20	27	23	14	13	9
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46700	50550	52900	54000	54100	53600	52900	52000	51050
UPPER QUARTILE	42450	44900	46150	46600	46500	46250	45950	45650	45400
MEDIAN	37450	39400	40600	41200	41400	41350	41200	41000	40850
LOWER QUARTILE	32800	34250	35250	35800	36100	36200	36200	36100	35950
LOWER DECILE	28300	29350	30350	31150	31750	32100	32250	32050	30750
MEAN	37700	39800	41150	41850	42050	42000	41850	41550	41250
TOTAL NUMBER	33	28	24	29	25	26	22	15	22
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

·········	Upper Decile
— — —	Upper Quartile
━━━━	Median
— — —	Lower Quartile
·········	Lower Decile

COMPUTER, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27700	29800	31950	34100	36250	38400	40500	42500	44450
UPPER QUARTILE	25950	27900	29850	31850	33800	35750	37600	39400	41100
MEDIAN	25450	26900	28350	29800	31200	32600	33900	35200	36350
LOWER QUARTILE	24500	25600	26650	27650	28650	29600	30450	31300	32100
LOWER DECILE	24050	24550	25050	25550	26050	26500	27000	27450	27950
MEAN	25650	27150	28550	30000	31400	32750	34050	35300	36500
TOTAL NUMBER	15	19	15	19	26	23	13	13	11
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48050	52500	55350	58150	59650	60600	61150	61550	61800
UPPER QUARTILE	44050	47450	49550	50650	51050	51050	50900	50700	50500
MEDIAN	38500	40950	42600	43550	43950	44100	44000	43850	43700
LOWER QUARTILE	33450	35100	36300	37150	37700	38000	382[illegible]	38350	38450
LOWER DECILE	28850	30100	31250	32150	32800	33150	332[illegible]	32800	30950
MEAN	38650	41200	43000	44200	44900	45250	45450	45550	45550
TOTAL NUMBER	34	29	19	28	21	24	21	15	16
OVER $88000	0	0	0	0	0	0	0	0	2
UNDER $17000	0	0	0	0	0	0	0	0	0

COMPUTER, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	58350
UPPER QUARTILE	0	0	0	0	0	0	0	0	51850
MEDIAN	0	0	0	0	0	0	0	0	46400
LOWER QUARTILE	0	0	0	0	0	0	0	0	43350
LOWER DECILE	0	0	0	0	0	0	0	0	39150
MEAN	0	0	0	0	0	0	0	0	48050
TOTAL NUMBER	0	0	0	0	0	3	1	1	5
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	57700	57900	58600	59800	61600	64050	68650	82400
UPPER QUARTILE	0	51650	52100	53050	54450	56500	59250	64350	79950
MEDIAN	0	46950	47450	48100	48850	49750	50850	52550	56550
LOWER QUARTILE	0	42700	42750	43050	43650	44450	45500	47200	50800
LOWER DECILE	0	40500	41100	41550	41850	41950	41900	41550	40250
MEAN	0	47700	47900	48450	49300	50550	52250	55300	63900
TOTAL NUMBER	4	6	5	11	10	10	6	7	5
OVER $88000	0	0	0	0	0	0	0	0	2
UNDER $17000	0	0	0	0	0	0	0	0	0

COMPUTER, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27650	29550	31500	33500	35500	37500	39450	41350	43150
UPPER QUARTILE	26050	27900	29750	31550	33350	35100	36700	38250	39650
MEDIAN	25550	26900	28300	29650	30900	32150	33350	34450	35500
LOWER QUARTILE	24600	25600	26600	27500	28350	29150	29900	30600	31200
LOWER DECILE	24100	24550	24950	25400	25800	26200	26600	26950	27350
MEAN	25750	27050	28400	29700	30950	32150	33300	34400	35400
TOTAL NUMBER	15	19	15	19	26	20	12	12	6
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46350	50000	52100	52850	52550	51750	50700	49450	48150
UPPER QUARTILE	42000	44450	45700	46150	46100	45800	45500	45100	44850
MEDIAN	37250	39150	40250	40700	40700	40500	40150	39750	39400
LOWER QUARTILE	32250	33350	34050	34450	34650	34750	34800	34800	34800
LOWER DECILE	28050	29000	29800	30400	30800	30900	30800	30250	28400
MEAN	37200	39150	40350	40950	41000	40850	40550	40150	39700
TOTAL NUMBER	30	23	14	17	11	14	15	8	11
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

COMPUTER, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	2	1	1	3	2	2	3
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	50350	58750	60150	59600	58950	58600	58400	58400
UPPER QUARTILE	0	47900	49600	51050	52250	53200	53750	54000	52850
MEDIAN	0	45600	43150	43100	43800	44550	45100	45500	45650
LOWER QUARTILE	0	42250	39750	39050	39150	39550	39950	40350	40600
LOWER DECILE	0	35400	34550	34050	33800	33800	34000	34500	35900
MEAN	0	44950	45300	45600	45950	46200	46450	46750	47150
TOTAL NUMBER	4	9	13	17	13	19	7	11	13
OVER $88000	0	0	0	1	0	0	0	0	0
UNDER $1700C	0	0	0	0	0	0	0	0	0

COMPUTER, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	1	1
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

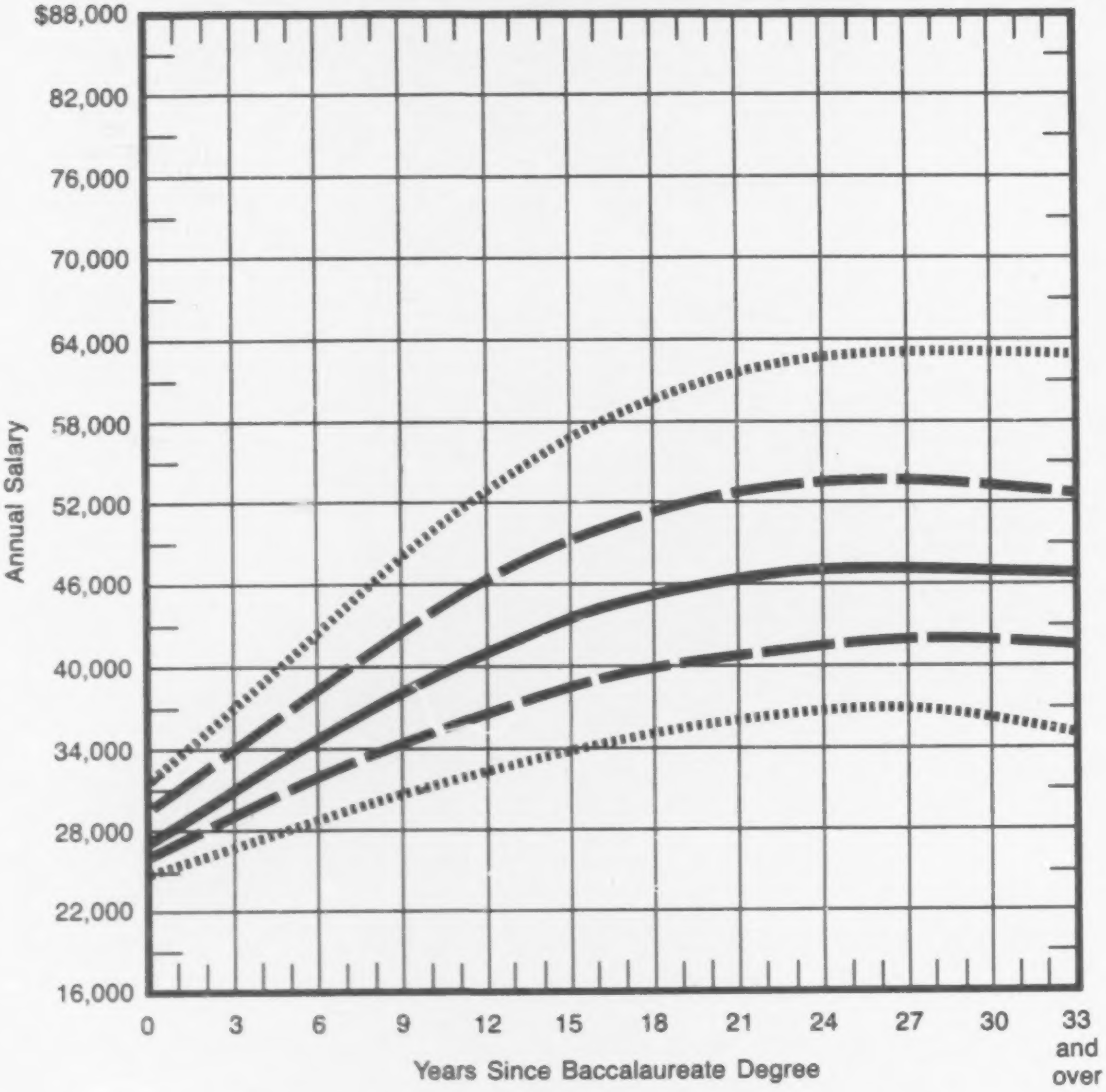
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	0	74900	69900	0	63000	0	58500	0
UPPER QUARTILE	0	0	56750	65500	0	56800	0	56700	0
MEDIAN	0	0	51750	48000	0	53600	0	54250	0
LOWER QUARTILE	0	0	48650	44250	0	48650	0	49250	0
LOWER DECILE	0	0	41300	41600	0	42250	0	43250	0
MEAN	0	0	54250	53750	0	53050	0	52600	0
TOTAL NUMBER	3	4	5	6	3	9	2	5	4
OVER $88000	0	0	0	1	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

COMPUTER, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	2	1	1	3	2	1	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	44950	47150	49300	51400	53350	55100	57050	59150
UPPER QUARTILE	0	45350	44700	44500	44650	44900	45250	45650	46000
MEDIAN	0	42700	41250	40800	40850	41200	41550	41950	42300
LOWER QUARTILE	0	40100	37800	36700	36300	36350	36650	37150	37900
LOWER DECILE	0	33350	32900	32600	32450	32450	32600	33000	34500
MEAN	0	41300	40800	40800	41100	41600	42150	42900	43750
TOTAL NUMBER	1	5	8	11	10	10	5	6	9
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRIC & ELECTRONIC EQUIPMENT
ALL ENGINEERS

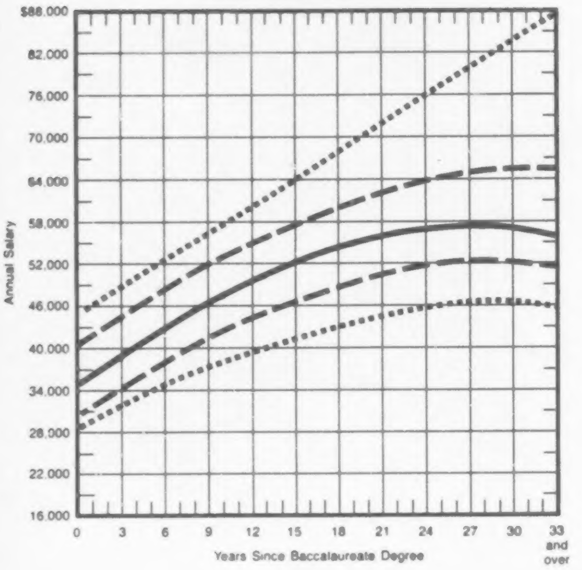


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31400	33150	34950	36800	38650	40500	42400	44250	46050
UPPER QUARTILE	29500	31000	32500	34000	35500	37000	38500	39950	41400
MEDIAN	27700	28850	30050	31250	32450	33600	34750	35900	37000
LOWER QUARTILE	26250	27150	28050	28950	29850	30700	31600	32450	33300
LOWER DECILE	24950	25550	26150	26750	27350	28000	28600	29200	29800
MEAN	28150	29350	30500	31750	32950	34150	35350	36500	37650
TOTAL NUMBER	426	555	675	643	620	499	410	380	283
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49550	54250	58000	60650	62300	63150	63350	63150	62600
UPPER QUARTILE	44100	47600	50300	52150	53200	53600	53600	53200	52400
MEDIAN	39000	41700	43800	45300	46250	46800	47000	46950	46650
LOWER QUARTILE	34850	37000	38750	40100	41000	41550	41800	41800	41400
LOWER DECILE	30950	32650	34100	35300	36250	36800	37000	36750	35050
MEAN	39850	42800	45250	47050	48250	48900	49150	49000	48350
TOTAL NUMBER	951	1395	1072	1053	1044	1080	1081	1391	1329
OVER $88000	0	2	11	12	16	30	22	33	38
UNDER $17000	0	0	0	0	0	0	0	0	0

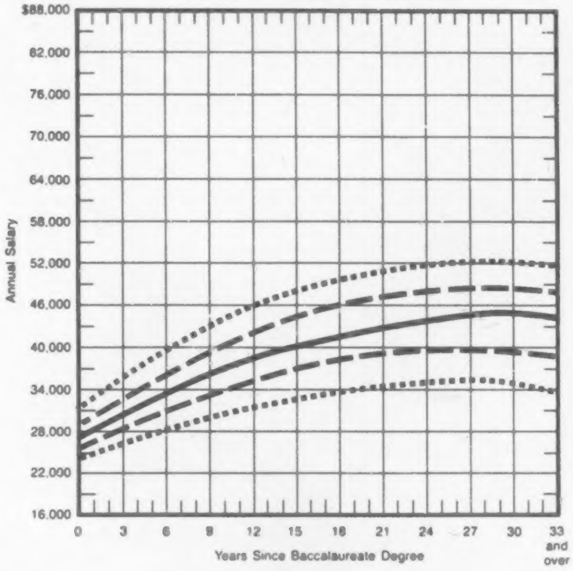
LEGEND

┅┅┅┅┅ Upper Decile
— — — — Upper Quartile
━━━━━ Median
– – – – Lower Quartile
┅┅┅┅┅ Lower Decile

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	45100	0	47450	48650	49850	51100	52400	53700	55050
UPPER QUARTILE	40900	0	43250	44400	45600	46800	47950	49150	50350
MEDIAN	34850	0	37400	38650	39900	41200	42450	43650	44850
LOWER QUARTILE	31550	0	33600	34650	35700	36750	37300	38850	39900
LOWER DECILE	30300	0	31650	32350	33050	33750	34450	35150	35850
MEAN	36600	0	38800	39900	41000	42100	43200	44350	45450
TOTAL NUMBER	6	3	19	19	48	43	44	46	30
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57750	61950	66250	70550	74650	78500	81900	85450	87900
UPPER QUARTILE	52650	55950	58950	61550	63650	65150	66100	66500	65550
MEDIAN	47150	50300	52900	54950	56350	57250	57650	57650	57100
LOWER QUARTILE	41900	44750	47250	49300	50750	51700	52100	52000	50650
LOWER DECILE	37250	39350	41300	43050	44600	45800	46600	47050	45900
MEAN	47650	50800	53650	56150	58200	59700	60600	61000	60150
TOTAL NUMBER	188	401	371	367	337	378	313	401	359
OVER $88000	0	2	10	12	15	30	21	33	38
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31100	32900	34600	36300	37850	39350	40750	42000	43200
UPPER QUARTILE	29300	30850	32350	33800	35150	36450	37550	38800	39850
MEDIAN	27600	28800	29950	31100	32200	33250	34250	35200	36100
LOWER QUARTILE	26300	27150	28000	28800	29600	30400	31200	31950	32650
LOWER DECILE	25150	25650	26150	26650	27150	27650	28100	28600	29100
MEAN	27950	29150	30300	31400	32500	33500	34500	35400	36300
TOTAL NUMBER	420	552	656	624	572	456	366	334	253
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45250	47650	49350	50450	51200	[illegible]	51850	52000	52050
UPPER QUARTILE	41650	43800	45400	46450	47150	[illegible]	47850	48000	48050
MEDIAN	37750	39750	41300	42500	43300	43850	44250	44500	44650
LOWER QUARTILE	34000	35800	37200	38250	38950	39350	39500	39500	39200
LOWER DECILE	30050	31400	32600	33650	34500	35050	35350	35300	33950
MEAN	37850	39750	41200	42300	43050	43550	43850	44100	44200
TOTAL NUMBER	763	994	701	686	707	702	768	990	970
OVER $88000	0	0	1	0	1	0	1	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮▮ **Upper Decile**
— — — **Upper Quartile**
━━━━ **Median**
— — — **Lower Quartile**
▮▮▮▮▮▮▮▮▮ **Lower Decile**

ELECTRIC & ELECTRONIC, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31000	32700	34400	36150	37900	39700	41450	43200	44900
UPPER QUARTILE	29450	30850	32200	33600	35000	36400	37800	39150	40450
MEDIAN	27500	28700	29900	31050	32200	33300	34400	35400	36400
LOWER QUARTILE	26300	27100	27950	28750	29550	30350	31150	31950	32700
LOWER DECILE	24950	25500	25000	26550	27100	27600	28150	28700	29200
MEAN	28000	29100	30200	31300	32450	33550	34650	35750	36800
TOTAL NUMBER	411	517	621	598	538	422	325	299	196
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48150	52500	56050	58700	60450	61450	62000	62200	62100
UPPER QUARTILE	42950	46200	48800	50700	51850	52450	52650	52550	52100
MEDIAN	38200	40500	42350	43800	44850	45550	46050	46400	46550
LOWER QUARTILE	34150	36100	37750	39050	40000	40600	40850	40900	40500
LOWER DECILE	30250	31700	33050	34200	35150	35800	36100	36050	34550
MEAN	38850	41600	43950	45700	46950	47750	48150	48200	47900
TOTAL NUMBER	705	1043	711	752	778	818	832	1145	1084
OVER $88000	0	1	3	6	14	22	16	27	29
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRIC & ELECTRONIC, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	44450	45800	47150	48550	49950	51350	52800
UPPER QUARTILE	0	0	42400	43550	44700	45850	47050	48200	49350
MEDIAN	0	0	36400	37600	38850	40050	41250	42450	43650
LOWER QUARTILE	0	0	32950	33850	34800	35750	36700	37650	38650
LOWER DECILE	0	0	31000	31650	32300	32950	33600	34300	34950
MEAN	0	0	37350	38450	39550	40700	41800	42900	44050
TOTAL NUMBER	2	1	14	16	41	37	34	34	17
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55700	60100	64450	68700	72800	76550	80000	83850	88100
UPPER QUARTILE	51650	54900	57850	60450	62500	64050	65000	65450	64600
MEDIAN	45950	49100	51800	54000	55600	56600	57150	57200	56550
LOWER QUARTILE	40500	43250	45800	47950	49700	50950	51650	51800	50200
LOWER DECILE	36250	38200	40050	41750	43200	44400	45300	45850	45100
MEAN	46250	49450	52450	55050	57200	58800	59800	60350	59600
TOTAL NUMBER	131	278	209	256	235	285	235	331	291
OVER $88000	0	1	3	6	14	22	16	27	29
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRIC & ELECTRONIC, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30850	32550	34200	35800	37300	38700	40050	41300	42450
UPPER QUARTILE	29350	30750	32100	33400	34650	35850	36950	38050	39000
MEDIAN	27600	28700	29800	30850	31900	32850	33800	34700	35500
LOWER QUARTILE	26300	27100	27850	28650	29400	30100	30800	31500	32150
LOWER DECILE	25100	25550	26000	26450	26900	27300	27750	28200	28600
MEAN	27900	29000	30050	31100	32050	33000	33900	34800	35600
TOTAL NUMBER	409	516	607	582	497	385	291	265	179
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44450	46800	48450	49500	50350	50800	51050	51250	51300
UPPER QUARTILE	40750	42900	44500	45600	46400	46900	47250	47450	47550
MEDIAN	37050	39000	40500	41700	42500	43100	43500	43800	44000
LOWER QUARTILE	33400	35050	36350	37350	38000	38450	38650	38750	38600
LOWER DECILE	29450	30650	31700	32650	33450	34000	34350	34400	33550
MEAN	37050	38900	40300	41350	42150	42700	43050	43300	43450
TOTAL NUMBER	574	765	502	496	[illegible]	533	597	814	[illegible]
OVER $88000	0	0	0	0	[illegible]	0	0	0	0
UNDER $17000	0	0	0	0	[illegible]	0	0	0	0

ELECTRIC & ELECTRONIC, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37750	39100	40500	41900	43300	44750	46200	47650	49150
UPPER QUARTILE	33500	34700	35900	37150	38400	39700	40950	42200	43450
MEDIAN	30900	31950	33000	34100	35150	36200	37250	38300	39300
LOWER QUARTILE	27850	28800	29800	30750	31750	32700	33650	34550	35500
LOWER DECILE	26250	27050	27800	28550	29350	30100	30900	31650	32400
MEAN	31650	32650	33700	34750	35850	36900	38000	39050	40100
TOTAL NUMBER	15	35	48	41	74	70	79	68	76
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52050	56250	60050	63250	65700	67200	67850	67400	64550
UPPER QUARTILE	45900	49300	52300	54650	56250	57100	57300	56700	54450
MEDIAN	41300	43950	46200	47900	49050	49650	49750	49350	48000
LOWER QUARTILE	37250	39600	41550	43050	44100	44650	44850	44700	43900
LOWER DECILE	33900	36000	37800	39300	40300	40900	41000	40500	38400
MEAN	42200	45150	47750	49900	51450	52350	52700	52300	50200
TOTAL NUMBER	216	307	315	264	241	239	237	239	235
OVER $88000	0	0	6	4	2	7	6	6	6
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRIC & ELECTRONIC, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	50550	0	52900	54150	55400	56650	57950
UPPER QUARTILE	0	0	47300	0	49200	50150	51100	52100	53050
MEDIAN	0	0	42600	0	44350	45200	46050	46950	47800
LOWER QUARTILE	0	0	36150	0	38350	39450	40500	41550	42600
LOWER DECILE	0	0	31700	0	33850	34900	36000	37000	38050
MEAN	0	0	42100	0	44100	45100	46100	47100	48100
TOTAL NUMBER	4	2	5	3	6	5	8	10	12
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	60550	64500	68500	72450	76250	79700	82750	85900	88100
UPPER QUARTILE	54950	57800	60450	62950	65150	66950	68300	69350	68700
MEDIAN	49500	51900	54200	56200	57850	59100	59900	60150	58350
LOWER QUARTILE	44600	47350	49600	51400	52650	53350	53600	53350	52200
LOWER DECILE	40000	42650	44850	46600	47800	48500	48850	48850	48300
MEAN	50050	52950	55600	58000	60050	61600	62600	63150	61900
TOTAL NUMBER	50	106	143	98	91	85	75	69	63
OVER $88000	0	0	5	4	1	7	5	6	6
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRIC & ELECTRONIC, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36100	37100	38100	39150	40150	41100	42100	43050	44000
UPPER QUARTILE	34000	34850	35700	36550	37400	38250	39100	39900	40750
MEDIAN	31150	32000	32850	33700	34550	35400	36250	37050	37850
LOWER QUARTILE	28000	28850	29700	30550	31400	32250	33050	33900	34650
LOWER DECILE	26750	27350	27950	28550	29150	29800	30400	31000	31600
MEAN	31500	32300	33100	33900	34750	35550	36350	37100	37900
TOTAL NUMBER	11	33	43	38	68	65	71	58	64
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45850	48350	50550	52350	53750	54700	55300	55600	55250
UPPER QUARTILE	42350	44550	46550	48200	49500	50400	50900	51050	50250
MEDIAN	39350	41400	43200	44600	45600	46300	46650	46700	46200
LOWER QUARTILE	36150	38150	39800	41150	42100	42750	43100	43250	43100
LOWER DECILE	32800	34450	36050	37350	38400	39150	39500	39350	37500
MEAN	39400	41500	43350	44900	46050	46850	47300	47350	46450
TOTAL NUMBER	166	201	172	166	150	154	162	170	172
OVER $88000	0	0	1	0	1	0	1	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRIC & ELECTRONIC, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	51000	52250	53450	54700	55900
UPPER QUARTILE	0	0	0	0	44550	45650	46800	47900	49000
MEDIAN	0	0	0	0	39500	40600	41700	42750	43750
LOWER QUARTILE	0	0	0	0	36700	37600	38450	39250	40000
LOWER DECILE	0	0	0	0	31450	32750	33900	35000	36000
MEAN	0	0	0	0	40400	41600	42800	43950	45000
TOTAL NUMBER	0	3	0	4	8	7	6	13	11
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58150	61350	64150	66550	68550	70150	71350	72550	73600
UPPER QUARTILE	51100	54100	56800	59200	61250	62950	64350	65750	67050
MEDIAN	45550	47900	49750	51200	52300	53050	53600	54050	54400
LOWER QUARTILE	41350	43050	44250	45150	45750	46100	46300	46450	46550
LOWER DECILE	37650	39400	40350	40800	40850	40800	40650	40450	40350
MEAN	47000	49600	51600	53150	54300	55100	55650	56100	56400
TOTAL NUMBER	30	45	46	37	25	23	12	7	10
OVER $88000	0	1	2	2	0	1	0	0	3
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRIC & ELECTRONIC, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	1	1	2	2	1
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

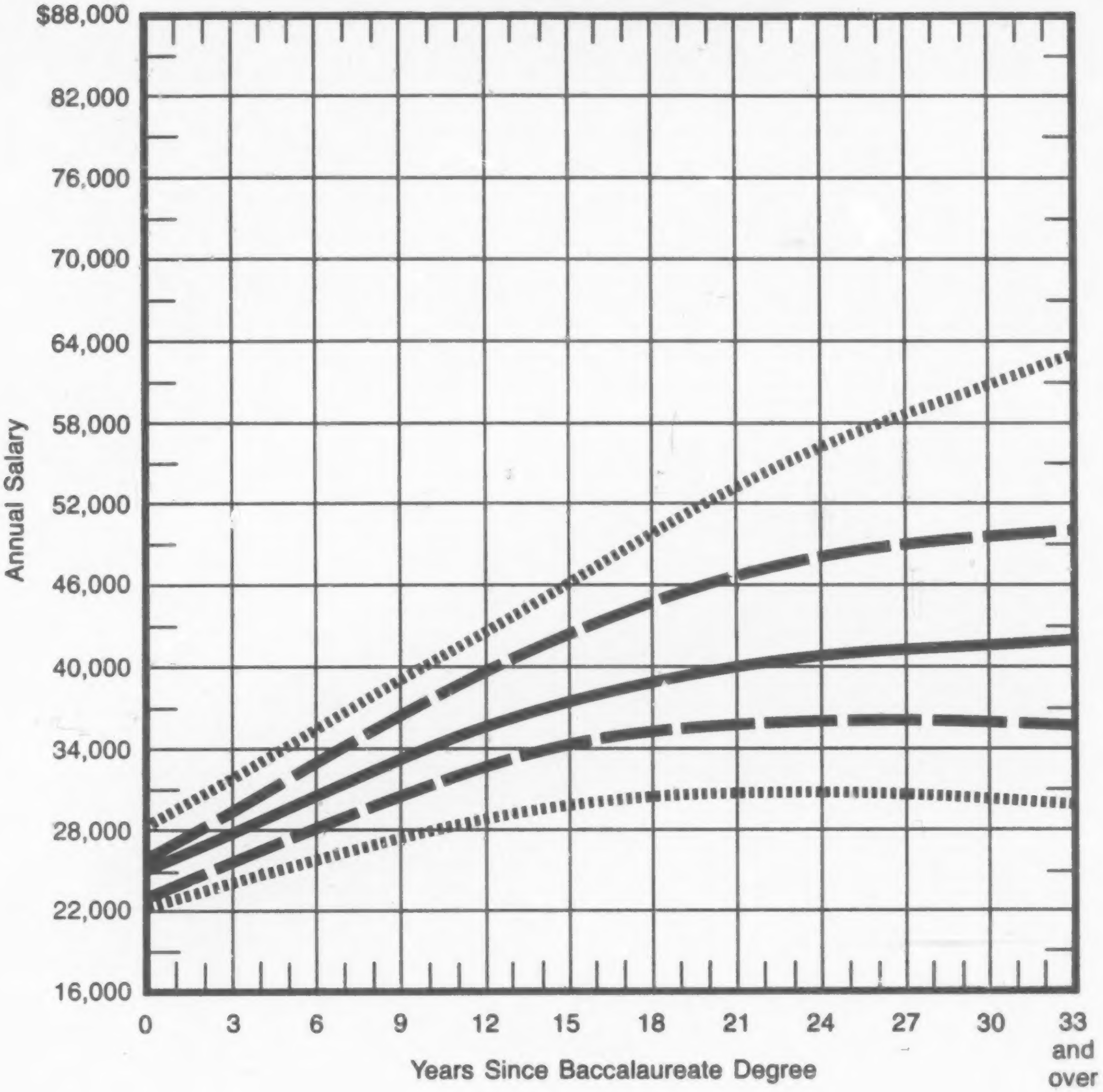
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33
UPPER DECILE	56000	73000	82150	84700	84350	83400	0	0	81900
UPPER QUARTILE	58050	61250	64550	67900	71200	74500	0	0	88000
MEDIAN	53250	55300	57750	60500	63650	67200	0	0	88000
LOWER QUARTILE	50400	50950	52450	54600	57150	59900	0	0	68750
LOWER DECILE	49800	48000	47900	49000	51000	53650	0	0	66300
MEAN	55200	57550	60000	62500	65050	67700	0	0	80550
TOTAL NUMBER	7	17	19	13	11	8	3	1	5
OVER $88000	0	1	2	2	0	1	0	0	3
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRIC & ELECTRONIC, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	47850	48700	0	50350	51100
UPPER QUARTILE	0	0	0	0	42050	43350	0	45600	46550
MEDIAN	0	0	0	0	38650	39600	0	41300	42050
LOWER QUARTILE	0	0	0	0	36250	36900	0	38150	38700
LOWER DECILE	0	0	0	0	31550	32450	0	34050	34750
MEAN	0	0	0	0	39350	40250	0	41950	42650
TOTAL NUMBER	0	3	0	4	7	6	4	11	10
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52550	54400	55850	56900	57600	57900	57900	57650	56700
UPPER QUARTILE	48050	49600	50600	51200	51500	51700	51800	51850	51850
MEDIAN	43450	45050	46250	47100	47700	48150	48400	48600	48700
LOWER QUARTILE	39750	41100	42200	43050	43700	44200	44550	44850	45100
LOWER DECILE	35950	37300	38150	38650	38900	39000	39050	39050	39050
MEAN	43950	45450	46500	47250	47750	48100	48350	48500	48550
TOTAL NUMBER	23	28	27	24	14	15	9	6	5
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

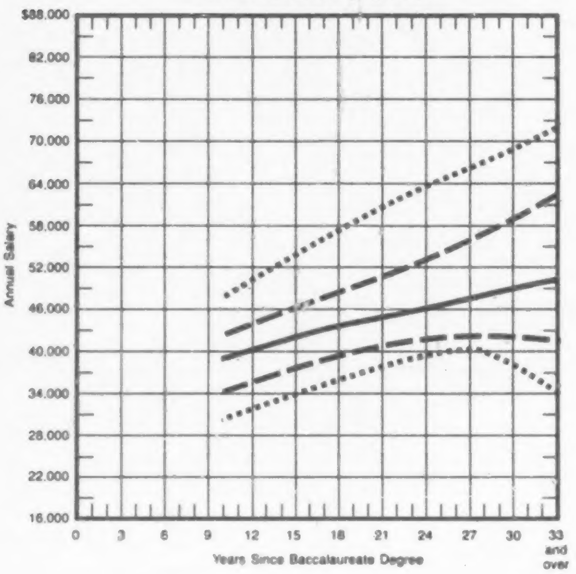
ELECTRICAL MACHINERY & EQUIPMENT
ALL ENGINEERS



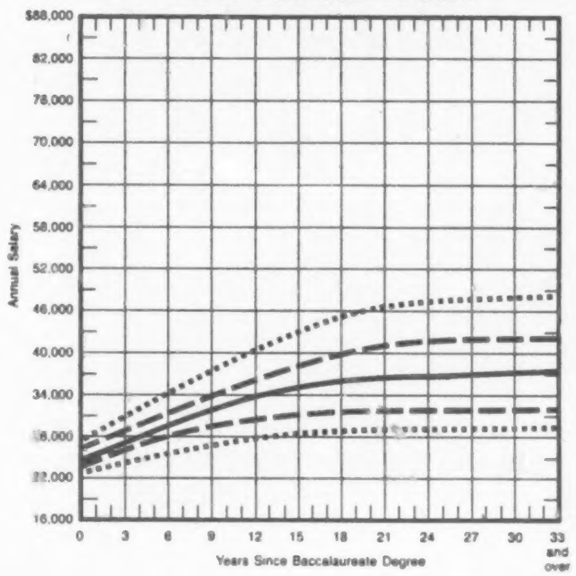
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28950	30100	31250	32450	33700	34900	36150	37400	38650
UPPER QUARTILE	26450	27700	28950	30200	31400	32650	33850	35000	36150
MEDIAN	25050	26050	27100	28100	29050	30000	30950	31800	32700
LOWER QUARTILE	23750	24600	25450	26300	27100	27900	28650	29400	30100
LOWER DECILE	23200	23700	24250	24750	25250	25750	26200	26700	27100
MEAN	25650	26600	27550	28500	29450	30400	31300	32200	33050
TOTAL NUMBER	33	22	33	26	17	19	22	28	22
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41150	44850	48350	51650	54550	57100	59250	61400	63350
UPPER QUARTILE	38350	41300	43800	45800	47350	48550	49400	50100	50600
MEDIAN	34250	36350	38050	39350	40350	41100	41650	42050	42350
LOWER QUARTILE	31400	33000	34250	35050	35550	35800	35850	35750	35500
LOWER DECILE	27950	29000	29850	30500	30900	31100	31100	30950	30400
MEAN	34750	37050	39000	40700	42050	43100	43900	44650	45200
TOTAL NUMBER	51	77	46	46	41	50	37	47	67
OVER $88000	0	0	0	0	0	0	0	1	2
UNDER $17000	0	0	0	0	0	0	0	0	0

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	2	1	1	0	1	2	4	3	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47350	50650	54050	57500	60950	64150	67150	70500	73800
UPPER QUARTILE	43000	45500	48000	50500	52900	55200	57300	59650	62150
MEDIAN	39450	41300	43100	44750	46250	47550	48600	49500	49750
LOWER QUARTILE	34850	37050	39000	40650	41900	42700	43000	42700	40900
LOWER DECILE	30250	33300	36150	38500	40150	40850	40550	38800	33650
MEAN	39400	41700	44000	46100	48100	49750	51150	52300	52350
TOTAL NUMBER	12	27	12	23	17	23	14	22	34
OVER $88000	0	0	0	0	0	0	0	1	2
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27900	29200	30500	31800	33050	34300	35450	36600	37700
UPPER QUARTILE	26200	27450	28700	29850	31000	32050	33100	34050	34950
MEDIAN	24700	25850	26950	28000	28950	29850	30700	31450	32150
LOWER QUARTILE	23600	24550	25400	26250	27050	27750	28450	29050	29600
LOWER DECILE	23300	23800	24300	24750	25200	25650	26000	26400	26700
MEAN	25050	26150	27150	28150	29100	29950	30800	31550	32300
TOTAL NUMBER	31	21	32	26	16	17	18	25	20
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	39750	42300	44300	45800	46850	47600	48050	48450	48650
UPPER QUARTILE	36550	38450	39850	40850	41500	42000	42250	42450	42550
MEDIAN	33350	34700	35650	36250	36650	36900	37050	37150	37200
LOWER QUARTILE	30550	31550	32100	32350	32450	32400	32300	32200	32100
LOWER DECILE	27300	28000	28500	28800	29000	29100	29150	29150	29150
MEAN	33550	35000	36100	36850	37350	37650	37850	38000	38100
TOTAL NUMBER	39	50	34	23	24	27	23	25	33
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪	Upper Decile
— — —	Upper Quartile
▬▬▬	Median
— — —	Lower Quartile
▪▪▪▪▪▪▪▪▪	Lower Decile

ELEC MACH & EQUIP, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28850	30000	31150	32350	33500	34700	35950	37150	38350
UPPER QUARTILE	26800	27850	28900	29900	30950	31950	33000	33950	34950
MEDIAN	25200	26100	27000	27900	28750	29600	30450	31250	32050
LOWER QUARTILE	23800	24600	25400	26200	26950	27650	28350	29050	29700
LOWER DECILE	23200	23750	24250	24750	25250	25700	26150	26550	26950
MEAN	25800	26650	27500	28350	29200	30000	30850	31650	32400
TOTAL NUMBER	33	22	32	24	15	18	18	22	14
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40800	44350	47700	50800	53550	55950	57900	59900	61700
UPPER QUARTILE	36800	39350	41600	43450	45000	46200	47100	47950	48600
MEDIAN	33500	35450	37050	38400	39450	40250	40800	41350	41700
LOWER QUARTILE	30850	32300	33400	34150	34550	34750	34800	34700	34450
LOWER DECILE	27700	28600	29300	29800	30100	30200	30200	30050	29750
MEAN	33900	36000	37800	39350	40650	41700	42500	43250	43850
TOTAL NUMBER	36	62	36	30	32	41	29	42	58
OVER $88000	0	0	0	0	0	0	0	1	1
UNDER $17000	0	0	0	0	0	0	0	0	0

ELEC MACH & EQUIP, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	2	1	1	0	1	2	3	2	0
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47550	50600	53650	56600	59300	61750	63750	65600	66150
UPPER QUARTILE	43150	45400	47600	49850	52000	54000	55900	58050	60550
MEDIAN	43650	41700	41400	42050	43200	44650	46100	47700	49150
LOWER QUARTILE	34750	36500	38150	39550	40750	41600	42100	42200	40700
LOWER DECILE	26650	31100	35300	38650	40600	41050	40200	37800	33200
MEAN	39600	41550	43450	45200	46800	48200	49300	50350	50600
TOTAL NUMBER	9	21	5	16	11	20	10	21	30
OVER $88000	0	0	0	0	0	0	0	1	1
UNDER $17000	0	0	0	0	0	0	0	0	0

ELEC MACH & EQUIP, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28150	29250	30350	31450	32500	33500	34500	35450	36350
UPPER QUARTILE	26300	27450	28550	29550	30550	31500	32400	33250	34050
MEDIAN	24650	25800	26900	27900	28850	29700	30500	31200	31850
LOWER QUARTILE	23650	24550	25400	26200	26900	27600	28250	28800	29300
LOWER DECILE	23300	23800	24300	24750	25150	25550	25950	26250	26550
MEAN	25100	26100	27100	28000	28850	29650	30400	31100	31750
TOTAL NUMBER	31	21	31	24	14	16	15	20	14
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	38050	40200	41950	43300	44350	45100	45600	46050	46300
UPPER QUARTILE	35450	37200	38450	39400	40050	40500	40800	41000	41100
MEDIAN	32900	34100	34850	35350	35700	35850	35950	36050	36050
LOWER QUARTILE	30150	31000	31450	31700	31750	31700	31600	31550	31450
LOWER DECILE	27100	27700	28100	28400	28550	28650	28700	28700	28700
MEAN	32850	34150	35050	35700	36150	36400	36600	36700	36750
TOTAL NUMBER	27	41	31	14	21	21	19	21	28
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

ELEC MACH & EQUIP, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	37700	39050
UPPER QUARTILE	0	0	0	0	0	0	0	35400	37000
MEDIAN	0	0	0	0	0	0	0	32450	33750
LOWER QUARTILE	0	0	0	0	0	0	0	30400	31550
LOWER DECILE	0	0	0	0	0	0	0	29900	29950
MEAN	0	0	0	0	0	0	0	32850	34050
TOTAL NUMBER	0	0	1	2	2	1	4	6	5
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41700	45700	49600	53300	56750	59800	62400	0	67950
UPPER QUARTILE	40100	44350	47700	49950	51150	51450	51100	0	48500
MEDIAN	36250	39600	42300	44300	45550	46150	46300	0	45550
LOWER QUARTILE	33700	36450	38350	39450	39850	39700	39200	0	37300
LOWER DECILE	30100	30400	30900	31500	32250	33050	33950	0	37000
MEAN	36400	39600	42150	44100	45450	46300	46800	0	47100
TOTAL NUMBER	15	12	6	9	5	5	6	3	7
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

ELEC MACH & EQUIP, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	1	1	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

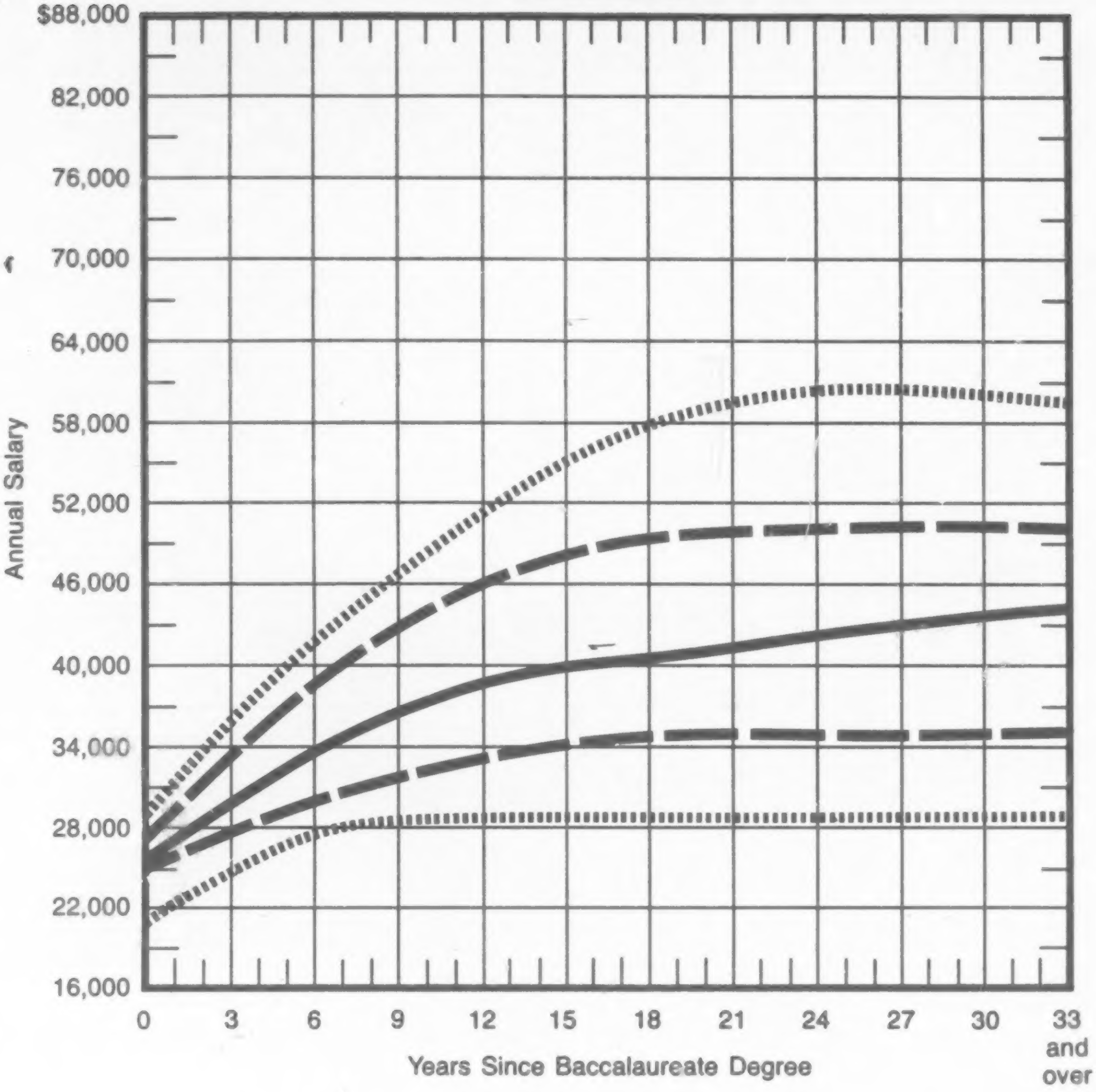
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	55000	46500	51750	0	0	0	0	0
UPPER QUARTILE	0	50500	44250	49900	0	0	0	0	0
MEDIAN	0	42000	41500	46500	0	0	0	0	0
LOWER QUARTILE	0	39750	40250	42750	0	0	0	0	0
LOWER DECILE	0	37800	39500	40500	0	0	0	0	0
MEAN	0	44650	42300	46300	0	0	0	0	0
TOTAL NUMBER	3	6	5	5	3	1	3	1	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

ELEC MACH & EQUIP, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	34900	0
UPPER QUARTILE	0	0	0	0	0	0	0	34450	0
MEDIAN	0	0	0	0	0	0	0	33250	0
LOWER QUARTILE	0	0	0	0	0	0	0	30650	0
LOWER DECILE	0	0	0	0	0	0	0	27250	0
MEAN	0	0	0	0	0	0	0	32150	0
TOTAL NUMBER	0	0	1	2	2	1	3	5	3
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41550	49300	0	0	0	0	0	0	47500
UPPER QUARTILE	39000	42050	0	0	0	0	0	0	46200
MEDIAN	34850	36400	0	0	0	0	0	0	45400
LOWER QUARTILE	32600	34150	0	0	0	0	0	0	37750
LOWER DECILE	28750	30250	0	0	0	0	0	0	36800
MEAN	35400	37850	0	0	0	0	0	0	42850
TOTAL NUMBER	12	6	1	4	2	4	3	2	5
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRONIC EQUIPMENT
ALL ENGINEERS



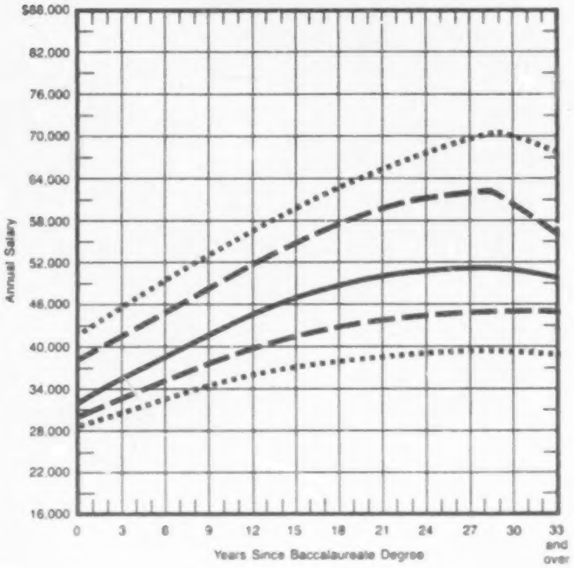
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30200	32250	34300	36400	38500	40600	42700	44700	46650
UPPER QUARTILE	27900	29700	31500	33300	35100	36850	38500	40050	41550
MEDIAN	26200	27650	29100	30450	31750	33000	34150	35200	36200
LOWER QUARTILE	25150	26250	27300	28250	29150	29950	30650	31300	31900
LOWER DECILE	21550	23650	25300	26450	27350	27950	28350	28650	28900
MEAN	26550	28150	29650	31150	32550	33850	35050	36200	37200
TOTAL NUMBER	558	688	698	738	680	564	492	537	398
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50300	54700	57850	59700	60600	60850	60750	60350	59950
UPPER QUARTILE	44150	47150	49100	50150	50600	50700	50650	50500	50300
MEDIAN	37950	39950	41400	42400	43050	43450	43650	43800	43850
LOWER QUARTILE	32850	33900	34550	35000	35300	35450	35500	35550	35600
LOWER DECILE	29150	29300	29350	29400	29400	29400	29400	29400	29400
MEAN	39050	41100	42550	43550	44150	44550	44750	44850	44900
TOTAL NUMBER	1428	1375	905	932	833	884	576	835	1048
OVER $88000	0	6	0	9	0	1	1	8	8
UNDER $17000	0	0	0	0	0	0	0	0	0

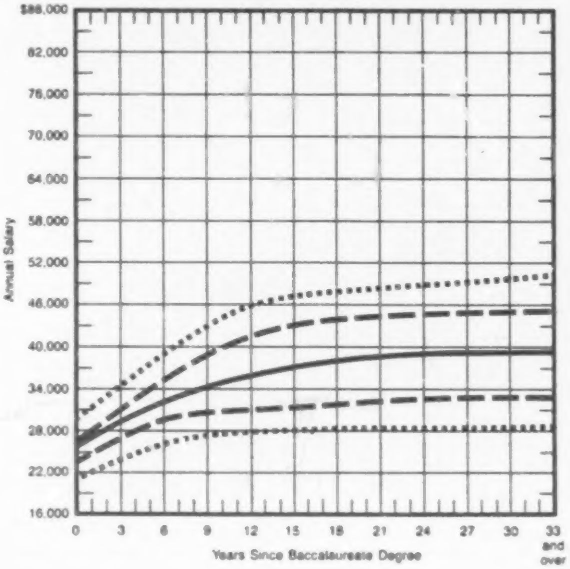
LEGEND

▪▪▪▪▪▪▪▪ Upper Decile
— — — — Upper Quartile
━━━━━ Median
– – – – Lower Quartile
▪▪▪▪▪▪▪▪ Lower Decile

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	42650	43850	45050	46250	47500	48750	50050	51300	52600
UPPER QUARTILE	38400	39450	40550	41700	42850	44000	45150	46300	47450
MEDIAN	32050	33350	34600	35850	37100	38350	39550	40750	41850
LOWER QUARTILE	30750	31500	32250	33000	33750	34450	35200	35900	36600
LOWER DECILE	29400	29900	30400	30850	31350	31850	32300	32800	33250
MEAN	34850	35850	36850	37850	38850	39850	40850	41850	42800
TOTAL NUMBER	5	6	24	34	77	55	107	78	92
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55200	59000	62550	65700	68250	70050	70900	70500	65900
UPPER QUARTILE	49800	53200	56300	59000	61050	62350	62750	61850	56850
MEDIAN	44000	46750	48850	50250	51050	51350	51250	50750	49800
LOWER QUARTILE	38000	39850	41500	42800	43850	44600	45050	45200	44850
LOWER DECILE	34150	35400	36550	37550	38350	38900	39200	39250	38200
MEAN	44700	47300	49600	51450	52800	53600	53900	53600	51900
TOTAL NUMBER	511	501	337	359	290	341	262	290	350
OVER $88000	0	6	0	9	0	1	1	8	8
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29950	32000	33950	35850	37600	39200	40700	42050	43250
UPPER QUARTILE	27750	29600	31350	32950	34500	35900	37150	38300	39300
MEDIAN	26350	27700	28950	30150	31200	32200	33150	33950	34700
LOWER QUARTILE	24800	26150	27350	28300	29100	29700	30250	30650	30950
LOWER DECILE	21250	23800	25500	26550	27200	27600	27850	28000	28100
MEAN	26500	28000	29350	30650	31800	32850	33800	34600	35350
TOTAL NUMBER	552	681	673	704	603	528	384	459	306
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45300	47500	48950	49850	50350	50650	50800	50900	50950
UPPER QUARTILE	41000	42850	44000	44750	45150	45400	45550	45600	45600
MEDIAN	35950	37300	38200	38750	39100	39300	39450	39500	39500
LOWER QUARTILE	31400	31800	31950	32050	32100	32100	32100	32150	32150
LOWER DECILE	28200	28250	28250	28250	28250	28250	28250	28250	28250
MEAN	36550	37750	38550	39000	39250	39400	39500	39550	39550
TOTAL NUMBER	917	874	568	572	543	542	314	545	698
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

┅┅┅┅ **Upper Decile**
— — — **Upper Quartile**
━━━━ **Median**
– – – **Lower Quartile**
┅┅┅┅ **Lower Decile**

ELECTRONIC EQUIP, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29400	31600	33750	35850	37900	39850	41700	43500	45100
UPPER QUARTILE	27500	29350	31200	32950	34600	36200	37650	39000	40250
MEDIAN	26300	27600	28900	30100	31300	32400	33400	34350	35200
LOWER QUARTILE	24900	26150	27250	28200	29000	29750	30350	30850	31300
LOWER DECILE	21250	23650	25350	26500	27250	27800	28100	28350	28500
MEAN	26350	27800	29200	30550	31850	33050	34150	35150	36100
TOTAL NUMBER	538	639	582	673	575	523	349	394	267
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48050	51450	53900	55500	56450	57050	57300	57450	57500
UPPER QUARTILE	42350	44750	46400	47450	48100	48500	48700	48850	48850
MEDIAN	36750	38550	39800	40700	41250	41600	41850	42000	42050
LOWER QUARTILE	31950	32600	32950	33150	33250	33300	33300	33350	33350
LOWER DECILE	28650	28750	28750	28800	28800	28800	28800	28800	28800
MEAN	37700	39500	40750	41600	42150	42450	42650	42750	42800
TOTAL NUMBER	1015	1001	590	720	604	687	404	652	817
OVER $88000	0	6	0	0	0	1	0	8	1
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRONIC EQUIP, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	40550	41900	43300	44700	46150	47600
UPPER QUARTILE	0	0	0	36350	38000	39650	41250	42900	44450
MEDIAN	0	0	0	33400	34750	36100	37350	38600	39750
LOWER QUARTILE	0	0	0	31700	32350	33000	33700	34350	35000
LOWER DECILE	0	0	0	30250	30650	31050	31450	31850	32250
MEAN	0	0	0	35000	36050	37100	38150	39150	40200
TOTAL NUMBER	0	0	2	25	64	53	76	63	65
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50550	55100	59550	63650	67050	69500	70700	70200	64100
UPPER QUARTILE	47450	51400	54450	56500	57650	58000	57850	57150	55900
MEDIAN	41950	44600	46600	47950	48750	49200	49400	49450	49400
LOWER QUARTILE	36300	38150	39850	41250	42450	43250	43750	43850	42650
LOWER DECILE	33000	34050	35000	35850	36550	37100	37450	37700	37250
MEAN	42150	44900	47300	49200	50600	51450	51750	51550	50150
TOTAL NUMBER	328	366	176	280	170	231	166	246	273
OVER $88000	0	6	0	0	0	1	0	8	1
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRONIC EQUIP, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29600	31650	33600	35400	37100	38650	40000	41250	42350
UPPER QUARTILE	27700	29400	31050	32550	33950	35250	36400	37450	38350
MEDIAN	26100	27550	28900	30100	31150	32050	32850	33550	34100
LOWER QUARTILE	24550	26150	27400	28350	29000	29500	29850	30050	30250
LOWER DECILE	21150	23750	25450	26450	27050	27400	27600	27750	27800
MEAN	26250	27750	29150	30400	31500	32500	33350	34100	34700
TOTAL NUMBER	538	639	580	647	510	470	272	330	201
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44150	46050	47200	47950	48350	48550	48650	48750	48750
UPPER QUARTILE	39850	41450	42500	43100	43500	43700	43800	43850	43900
MEDIAN	35050	35900	36400	36700	36850	36950	37000	37000	37000
LOWER QUARTILE	30400	30550	30550	30600	30600	30600	30600	30600	30600
LOWER DECILE	27900	27950	27950	27950	27950	27950	27950	27950	27950
MEAN	35700	36700	37250	37600	37800	37850	37900	37950	37950
TOTAL NUMBER	686	635	414	439	438	456	238	406	544
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRONIC EQUIP, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	40300	41450	42650	43900	45150	46400	47650	48950	50250
UPPER QUARTILE	3.800	35000	36300	37550	38900	40200	41550	42900	44250
MEDIAN	29550	30700	31850	33000	34150	35350	36500	37600	38750
LOWER QUARTILE	25150	26300	27450	28600	29800	30900	32050	33150	34200
LOWER DECILE	24400	25050	25700	26400	27050	27750	28400	29100	29800
MEAN	31000	32050	33100	34200	35300	36350	37450	38550	39650
TOTAL NUMBER	19	44	109	56	77	51	121	121	118
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52800	56600	60100	63150	65500	67000	67450	66500	60950
UPPER QUARTILE	46900	50700	54000	56600	58350	59050	58750	57050	52100
MEDIAN	40850	43750	46050	47750	48800	49250	49200	48600	47100
LOWER QUARTILE	36150	38650	40400	41400	41750	41600	41100	40200	38750
LOWER DECILE	31150	33100	34900	36400	37550	38200	38400	37850	34950
MEAN	41750	44650	47200	49200	50550	51200	51200	50350	47650
TOTAL NUMBER	392	258	257	179	224	170	165	176	214
OVER $88000	0	0	0	3	0	0	0	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRONIC EQUIP, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	50200	51200	52200	53250	54250	0	56300	57350	58350
UPPER QUARTILE	43700	44700	45700	46700	47700	0	49750	50750	51800
MEDIAN	38100	39200	40300	41400	42500	0	44650	45700	46750
LOWER QUARTILE	34800	35800	36800	37750	38650	0	40350	41150	41850
LOWER DECILE	33900	34400	34950	35450	35950	0	36950	37450	37950
MEAN	41450	42200	43000	43800	44600	0	46150	46950	47700
TOTAL NUMBER	5	6	22	8	10	1	28	8	18
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	60400	63350	66200	68800	71050	72900	74250	75250	74400
UPPER QUARTILE	53800	56750	59500	61950	64000	65550	66450	66750	64400
MEDIAN	48700	51400	53600	55250	56300	56750	56600	55700	53100
LOWER QUARTILE	43150	44750	45850	46650	47100	47300	47400	47400	47300
LOWER DECILE	38850	40150	41350	42400	43350	44100	44750	45400	46000
MEAN	49200	51400	53400	55150	56600	57650	58350	58550	57000
TOTAL NUMBER	174	66	118	69	118	102	95	42	68
OVER $88000	0	0	0	3	0	0	0	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRONIC EQUIP, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	35050	36250	37450	38650	39850	41000	42150	43250	44350
UPPER QUARTILE	31800	32950	34150	35250	36400	37500	38600	39650	40650
MEDIAN	27900	29000	30150	31250	32400	33500	34600	35650	36700
LOWER QUARTILE	25500	26350	27250	28150	29000	29900	30750	31600	32400
LOWER DECILE	24500	25000	25500	25950	26450	26950	27450	27950	28450
MEAN	29500	30450	31400	32300	33250	34150	35100	35950	36850
TOTAL NUMBER	14	37	87	48	66	49	92	113	100
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46350	49100	51300	52950	54100	54800	55150	55200	54900
UPPER QUARTILE	42500	44900	46750	48050	48900	49300	49400	49250	48800
MEDIAN	38650	41200	43200	44600	45400	45700	45700	45300	44500
LOWER QUARTILE	33900	35900	37400	38400	38900	38950	38600	37750	36050
LOWER DECILE	29400	30750	32000	33100	34000	34650	35050	35050	33900
MEAN	38500	40700	42500	43850	44750	45150	45200	44800	43600
TOTAL NUMBER	217	192	139	110	106	67	70	133	145
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

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              ELECTRONIC EQUIP, PHD

YEARS SINCE B.S.       0      1      2      3      4      5      6      7      8

    UPPER DECILE       0      0      0  45000  47150  49300  51350  53350  55300
  UPPER QUARTILE       0      0      0  39650  41400  43150  44850  46550  48150
          MEDIAN       0      0      0  33600  35500  37300  39100  40750  42350
  LOWER QUARTILE       0      0      0  32600  33750  34850  35950  37000  37950
    LOWER DECILE       0      0      0  30900  31350  31800  32250  32750  33200

            MEAN       0      0      0  36800  38250  39700  41100  42450  43750

    TOTAL NUMBER       0      4      0      8     27      9     21     21     12
    OVER  $88000       0      0      0      0      0      0      0      0      0
    UNDER $17000       0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.    9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

    UPPER DECILE   58950  63700  67600  70550      0  74300  75400  76200  76650
  UPPER QUARTILE   51250  55300  58650  61250      0  64500  65450  66200  66700
          MEDIAN   45150  48150  49850  50350      0  49400  48550  47600  46650
  LOWER QUARTILE   39650  41650  42950  43600      0  43650  43300  42800  42100
    LOWER DECILE   34100  35500  36850  38150      0  40550  41600  42850  44250

            MEAN   46100  49150  51450  53100      0  54800  55150  55350  55450

    TOTAL NUMBER      21    114     57     32      4     25      6      6     16
    OVER  $88000       0      0      0      5      0      0      0      0      4
    UNDER $17000       0      0      0      0      0      0      0      0      0
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              ELECTRONIC EQUIP, SUPERVISORY, PHD

YEARS SINCE B.S.       0      1      2      3      4      5      6      7      8

    UPPER DECILE       0      0      0      0      0      0      0  53850  55350
  UPPER QUARTILE       0      0      0      0      0      0      0  52200  53500
          MEDIAN       0      0      0      0      0      0      0  47400  48350
  LOWER QUARTILE       0      0      0      0      0      0      0  51600  49250
    LOWER DECILE       0      0      0      0      0      0      0  50100  48750

            MEAN       0      0      0      0      0      0      0  49650  50600

    TOTAL NUMBER       0      0      0      0      1      1      2      6      8
    OVER  $88000       0      0      0      0      0      0      0      0      0
    UNDER $17000       0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.    9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

    UPPER DECILE   58250  62650  66850  70900      0  78050      0      0  87750
  UPPER QUARTILE   56150  60300  64600  68900      0  77200      0      0  88750
          MEDIAN   50300  53400  56750  60250      0  68050      0      0  89300
  LOWER QUARTILE   47700  49250  52750  56550      0  62200      0      0  64750
    LOWER DECILE   47350  47400  48950  51450      0  57450      0      0  65150

            MEAN   52450  55300  58300  61400      0  67800      0      0  82250

    TOTAL NUMBER       8     68     42      9      1      6      1      1      7
    OVER  $88000       0      0      0      5      0      0      0      0      4
    UNDER $17000       0      0      0      0      0      0      0      0      0
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              ELECTRONIC EQUIP, NON-SUPERVISORY, PHD

YEARS SINCE B.S.       0      1      2      3      4      5      6      7      8

    UPPER DECILE       0      0      0  42750  43550  44400  45200  46000      0
  UPPER QUARTILE       0      0      0  38850  39550  40250  40900  41550      0
          MEDIAN       0      0      0  33850  34550  35250  35950  36650      0
  LOWER QUARTILE       0      0      0  33700  32900  32450  32250  32250      0
    LOWER DECILE       0      0      0  31850  31650  31600  31600  31700      0

            MEAN       0      0      0  36000  36550  37050  37550  38050      0

    TOTAL NUMBER       0      4      0      8     26      7     19     14      3
    OVER  $88000       0      0      0      0      0      0      0      0      0
    UNDER $17000       0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.    9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

    UPPER DECILE   48250  50200  51850  53050      0  53900  53450  52050  47850
  UPPER QUARTILE   43450  45150  46650  47800      0  48950  48950  48250  45450
          MEDIAN   38600  40350  41850  43050      0  44550  44800  44750  43850
  LOWER QUARTILE   33150  34800  36750  38650      0  41500  42400  43000  43250
    LOWER DECILE   32350  33500  34950  36600      0  40000  41500  43050  44400

            MEAN   39500  40900  42200  43350      0  45150  45750  46200  45950

    TOTAL NUMBER      12     46     14     22      2     18      5      5      8
    OVER  $88000       0      0      0      0      0      0      0      0      0
    UNDER $17000       0      0      0      0      0      0      0      0      0
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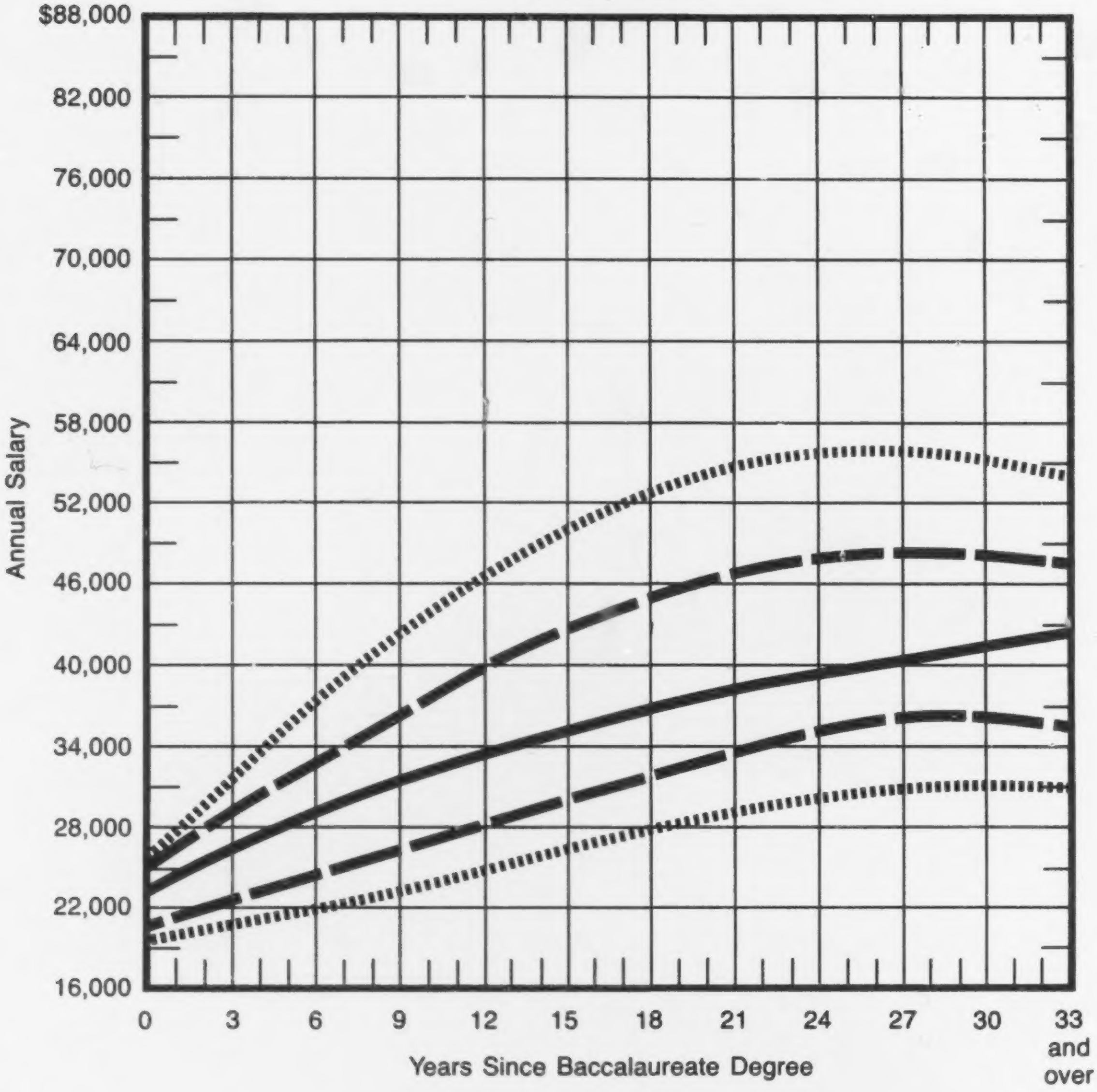
MECHANICAL INDUSTRIES
ALL ENGINEERS



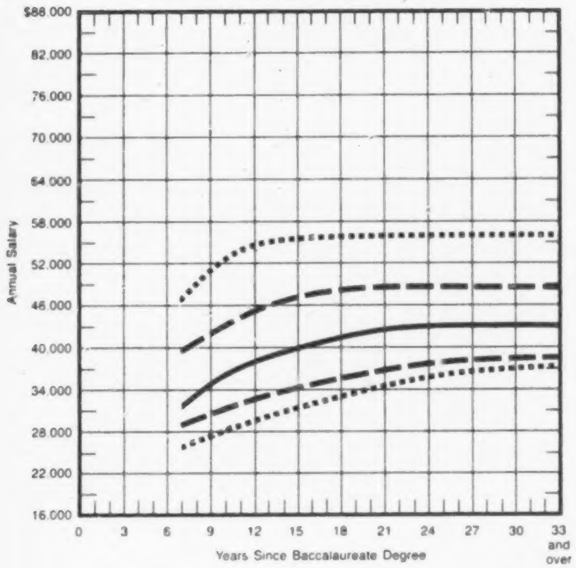
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26800	28500	30250	32050	33850	35700	37550	39350	41100
UPPER QUARTILE	25200	26550	27900	29300	30650	32050	33400	34700	36000
MEDIAN	23250	24250	25250	26250	27250	28200	29150	30100	31000
LOWER QUARTILE	21100	21750	22350	23000	23650	24300	24950	25650	26350
LOWER DECILE	20150	20600	21050	21550	22000	22500	22950	23450	23900
MEAN	23400	24450	25500	26550	27600	28700	29750	30800	31850
TOTAL NUMBER	12	38	68	62	29	53	36	57	50
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44500	48800	52000	54000	55000	55150	54900	54250	53350
UPPER QUARTILE	38400	41450	43850	45500	46550	47100	47350	47400	47300
MEDIAN	32700	35000	36950	38450	39650	40500	41150	41650	42050
LOWER QUARTILE	27700	29750	31700	33450	34950	36100	36850	37150	35950
LOWER DECILE	24900	26300	27650	28900	30000	30900	31550	31950	31350
MEAN	33850	36550	38800	40600	41800	42600	42950	43100	42900
TOTAL NUMBER	146	111	95	99	86	52	67	65	97
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

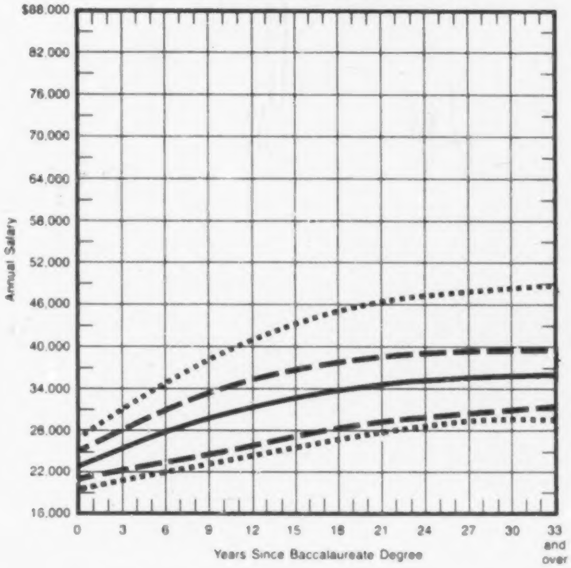
LEGEND

▮▮▮▮▮▮▮▮▮▮▮▮▮ Upper Decile
— — — — Upper Quartile
▬▬▬▬ Median
– – – – – Lower Quartile
▮▮▮▮▮▮▮▮▮▮▮▮▮ Lower Decile

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	46000	0
UPPER QUARTILE	0	0	0	0	0	0	0	38900	0
MEDIAN	0	0	0	0	0	0	0	30800	0
LOWER QUARTILE	0	0	0	0	0	0	0	28200	0
LOWER DECILE	0	0	0	0	0	0	0	25150	0
MEAN	0	0	0	0	0	0	0	33300	0
TOTAL NUMBER	0	0	0	0	0	2	4	5	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54550	56300	56550	56600	56650	56650	56650	56650	56650
UPPER QUARTILE	44750	47150	48050	48400	48550	48600	48600	48600	48600
MEDIAN	36200	39500	41300	42250	42700	42900	43000	43050	43050
LOWER QUARTILE	32950	35650	37050	37750	38050	38200	38250	38250	38250
LOWER DECILE	28100	30650	32700	34250	35350	36100	36650	37000	37250
MEAN	38850	41950	43600	44350	44750	44900	44950	45000	45000
TOTAL NUMBER	45	70	46	67	60	32	56	39	52
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27700	29100	30450	31850	33150	34450	35650	36850	37950
UPPER QUARTILE	25650	26950	28150	29300	30400	31400	32350	33200	34000
MEDIAN	23650	24500	25300	26100	26900	27600	28300	29000	29600
LOWER QUARTILE	21650	22150	22650	23200	23700	24150	24650	25100	25550
LOWER DECILE	20500	20900	21250	21650	22050	22450	22800	23200	23600
MEAN	23950	24800	25650	26500	27300	28100	28850	29550	30200
TOTAL NUMBER	12	38	68	61	28	30	32	52	48
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40000	42600	44600	46100	47150	47850	48300	48650	48750
UPPER QUARTILE	35350	36950	38050	38800	39300	39600	39750	39900	39950
MEDIAN	30800	32200	33350	34200	34850	35300	35600	35850	36000
LOWER QUARTILE	26350	27500	28450	29250	29950	30450	30900	31250	31600
LOWER DECILE	24350	25450	26450	27350	28100	28700	29100	29300	28750
MEAN	31450	33050	34350	35350	36100	36650	37000	37300	37450
TOTAL NUMBER	101	41	48	31	26	20	11	26	45
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮▮	Upper Decile
— — —	Upper Quartile
▬▬▬	Median
— — —	Lower Quartile
▮▮▮▮▮▮▮▮▮	Lower Decile

MECHANICAL, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27050	28400	29800	31250	32700	34150	35600	37100	38550
UPPER QUARTILE	25500	26550	27650	28700	29800	30900	31950	33050	34100
MEDIAN	23350	24050	24800	25550	26250	27000	27800	28550	29300
LOWER QUARTILE	20850	21400	22000	22600	23200	23800	24400	25000	25650
LOWER DECILE	20050	20500	20950	21400	21900	22350	22800	23300	23750
MEAN	23600	24400	25200	26050	26900	27750	28600	29450	30300
TOTAL NUMBER	12	38	67	58	25	49	25	49	37
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41350	45250	48550	51050	52750	53700	54100	54050	53450
UPPER QUARTILE	36150	38950	41350	43300	44700	45600	46100	46300	46100
MEDIAN	30850	33100	35200	37150	38800	40150	41100	41800	41800
LOWER QUARTILE	26900	28850	30750	32500	34100	35450	36400	36950	36000
LOWER DECILE	24700	26050	27350	28550	29550	30350	30900	31150	30350
MEAN	32050	34600	36950	39000	40700	41900	42650	42900	41950
TOTAL NUMBER	117	94	80	77	61	49	64	54	76
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MECHANICAL, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	33250	0	0	0
UPPER QUARTILE	0	0	0	0	0	32100	0	0	0
MEDIAN	0	0	0	0	0	25800	0	0	0
LOWER QUARTILE	0	0	0	0	0	23200	0	0	0
LOWER DECILE	0	0	0	0	0	22550	0	0	0
MEAN	0	0	0	0	0	27900	0	0	0
TOTAL NUMBER	0	0	0	0	0	22	4	0	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43300	47950	51400	53750	55250	56150	56650	57000	57150
UPPER QUARTILE	40450	43650	45600	46650	47100	47300	47350	47350	47350
MEDIAN	34700	38250	40500	41850	42550	42950	43100	43150	43200
LOWER QUARTILE	29550	32650	35000	36550	37500	38050	38300	38450	38450
LOWER DECILE	27850	30450	32500	34050	35100	35850	36300	36650	36850
MEAN	35250	38700	41250	42950	44000	44550	44850	45000	45050
TOTAL NUMBER	31	56	38	48	41	30	53	34	36
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MECHANICAL, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28200	29200	30150	31100	32050	33000	33900	34800	35650
UPPER QUARTILE	26600	27300	27950	28600	29250	29900	30550	31200	31800
MEDIAN	24000	24450	24950	25450	25950	26450	26950	27450	27900
LOWER QUARTILE	21650	22050	22450	22900	23300	23700	24100	24500	24900
LOWER DECILE	20450	20800	21200	21550	21950	22350	22700	23100	23450
MEAN	24100	24750	25400	26000	26600	27250	27850	28400	29000
TOTAL NUMBER	12	38	67	58	24	26	21	49	35
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	37300	39500	41400	43000	44250	45250	46000	46650	47150
UPPER QUARTILE	33000	34700	36200	37550	38700	39700	40500	41300	42050
MEDIAN	28900	30350	31750	33000	34150	35100	35900	36600	36850
LOWER QUARTILE	25650	26750	27700	28600	29350	30050	30600	31200	31800
LOWER DECILE	24200	25250	26250	27150	27900	28500	28900	29100	28600
MEAN	30100	31600	33000	34200	35200	36050	36700	37350	37900
TOTAL NUMBER	86	37	42	28	20	18	11	20	40
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MECHANICAL, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	43900	47000	49600
UPPER QUARTILE	0	0	0	0	0	0	44600	44650	44650
MEDIAN	0	0	0	0	0	0	38050	38250	38500
LOWER QUARTILE	0	0	0	0	0	0	33750	34600	35300
LOWER DECILE	0	0	0	0	0	0	29350	30950	32250
MEAN	0	0	0	0	0	0	37250	38950	40400
TOTAL NUMBER	0	0	1	3	4	3	10	7	9
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53300	55550	55550	54750	53950	0	0	52750	52700
UPPER QUARTILE	44750	44950	45200	45500	45900	0	0	47700	49550
MEDIAN	39050	39800	40600	41450	42350	0	0	45550	48050
LOWER QUARTILE	36400	37400	37850	37950	37900	0	0	37600	37550
LOWER DECILE	34150	35350	35400	35000	34500	0	0	33650	33600
MEAN	42400	43850	44300	44300	44150	0	0	43950	43950
TOTAL NUMBER	28	12	12	18	24	2	2	9	20
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MECHANICAL, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	4	0
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

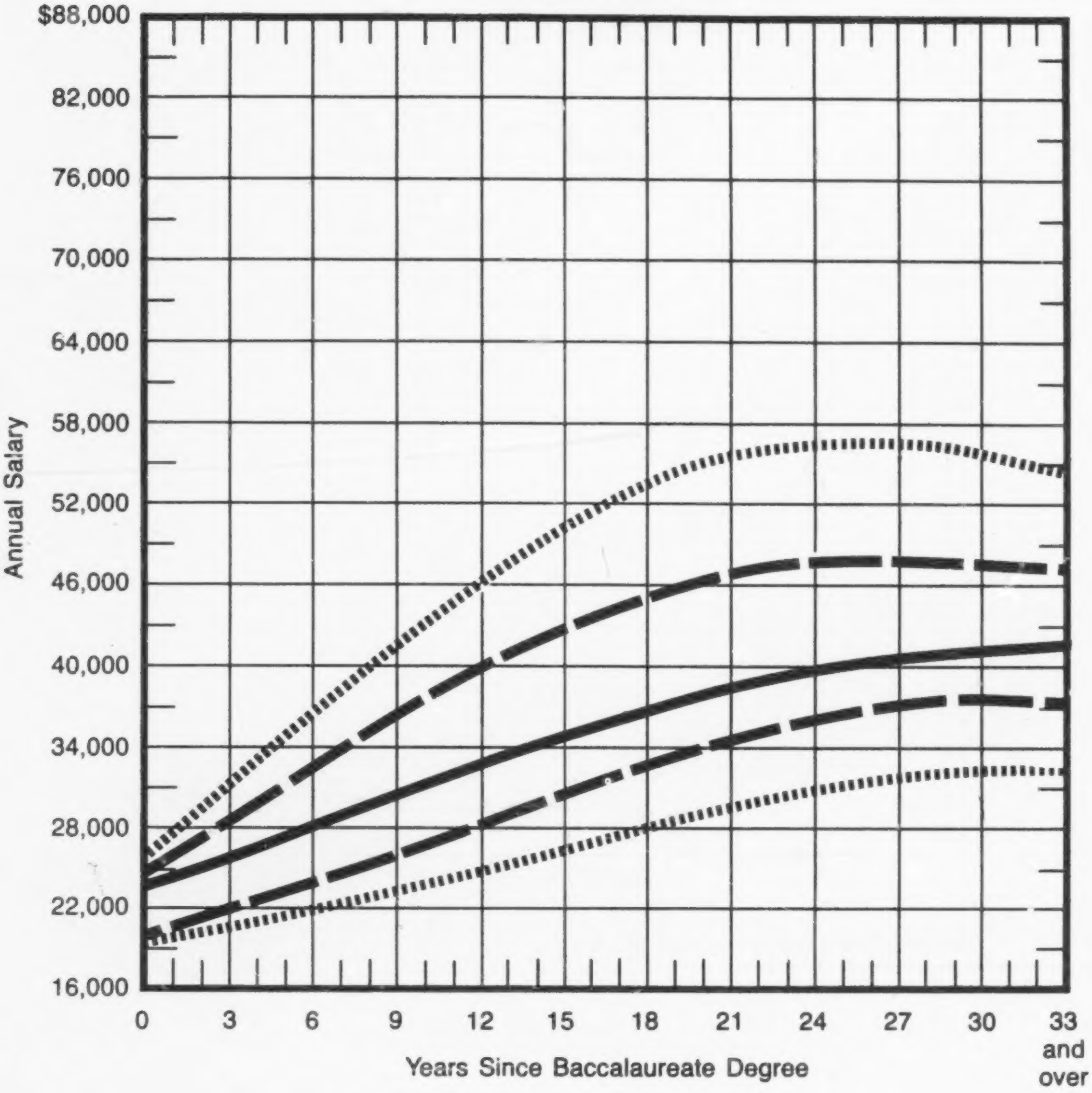
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	62100	56350	54100	53600	53500	0	0	53500	53500
UPPER QUARTILE	51650	48550	46400	45050	44300	0	0	45900	51700
MEDIAN	49800	46550	44300	42850	42100	0	0	43850	50150
LOWER QUARTILE	42100	40450	39400	38800	38700	0	0	41950	48950
LOWER DECILE	37000	36550	36350	36500	36950	0	0	41250	48300
MEAN	46700	45600	44900	44500	44400	0	0	46600	50850
TOTAL NUMBER	13	9	7	15	18	1	2	5	15
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MECHANICAL, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	39550	0	41100
UPPER QUARTILE	0	0	0	0	0	0	38250	0	38950
MEDIAN	0	0	0	0	0	0	37200	0	37050
LOWER QUARTILE	0	0	0	0	0	0	34100	0	34400
LOWER DECILE	0	0	0	0	0	0	30700	0	32650
MEAN	0	0	0	0	0	0	36200	0	36750
TOTAL NUMBER	0	0	1	3	4	3	10	2	9
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42550	0	45750	0	46650	0	0	0	37150
UPPER QUARTILE	39550	0	40750	0	40950	0	0	0	36050
MEDIAN	36900	0	36450	0	36050	0	0	0	35100
LOWER QUARTILE	34600	0	35050	0	35200	0	0	0	33650
LOWER DECILE	32750	0	31450	0	31000	0	0	0	30950
MEAN	37200	0	38150	0	38300	0	0	0	34550
TOTAL NUMBER	15	2	5	2	5	0	0	4	5
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MACHINERY, NON-ELECTRICAL
ALL ENGINEERS



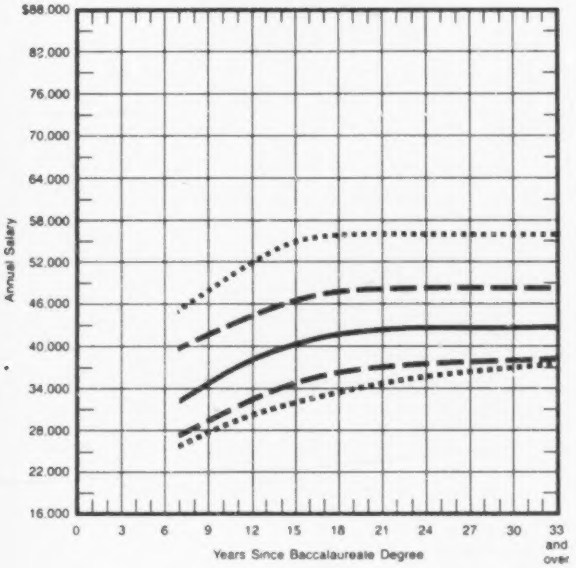
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26600	28250	29950	31650	33450	35250	37050	38850	40600
UPPER QUARTILE	25100	26450	27750	29150	30500	31850	33200	34550	35850
MEDIAN	23000	23950	24950	25900	26900	27850	28800	29750	30650
LOWER QUARTILE	20850	21450	22100	22750	23400	24100	24750	25450	26150
LOWER DECILE	20150	20600	21050	21500	21950	22450	22900	23400	23850
MEAN	23250	24300	25300	26400	27450	28500	29550	30600	31650
TOTAL NUMBER	9	34	67	59	26	48	35	53	49
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44000	48500	52000	54350	55600	56000	55850	55250	54250
UPPER QUARTILE	38300	41500	44050	45850	47000	47650	47950	47950	47800
MEDIAN	32400	34750	36750	38400	39650	40650	41300	41900	42350
LOWER QUARTILE	27550	29600	31550	33350	34900	36150	37000	37550	37100
LOWER DECILE	24850	26250	27650	28900	30100	31050	31800	32400	32150
MEAN	33650	36450	38750	40600	41950	42850	43350	43550	43500
TOTAL NUMBER	142	107	92	97	78	43	65	59	85
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

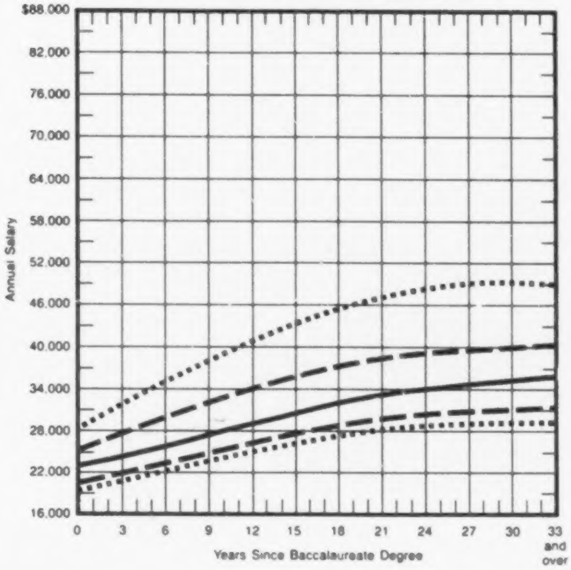
LEGEND

┆┆┆┆┆┆┆┆ Upper Decile
— — — — Upper Quartile
━━━━━ Median
— — — — Lower Quartile
┆┆┆┆┆┆┆┆ Lower Decile

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	45900	0
UPPER QUARTILE	0	0	0	0	0	0	0	39100	0
MEDIAN	0	0	0	0	0	0	0	30800	0
LOWER QUARTILE	0	0	0	0	0	0	0	27700	0
LOWER DECILE	0	0	0	0	0	0	0	25200	0
MEAN	0	0	0	0	0	0	0	33200	0
TOTAL NUMBER	0	0	0	0	0	2	4	5	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54500	56300	56600	56700	56700	56700	56700	56700	56700
UPPER QUARTILE	45050	47350	48200	48550	48650	48700	48700	48700	48700
MEDIAN	36300	39550	41300	42200	42650	42850	42950	42950	42950
LOWER QUARTILE	32150	35000	36700	37600	38050	38300	38400	38450	38450
LOWER DECILE	28100	30600	32650	34200	35350	36200	36700	37150	37400
MEAN	38750	41900	43550	44400	44750	44950	45000	45050	45050
TOTAL NUMBER	43	69	45	67	56	29	55	36	49
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28050	29100	30200	31300	32400	33550	34650	35800	36900
UPPER QUARTILE	25700	26900	28050	29150	30200	31200	32150	33000	33800
MEDIAN	23550	24350	25050	25800	26500	27200	27850	28450	29050
LOWER QUARTILE	21400	21950	22500	23000	23550	24050	24550	25000	25450
LOWER DECILE	20400	20800	21200	21600	22000	22400	22800	23200	23600
MEAN	23850	24700	25500	26300	27100	27850	28550	29300	29950
TOTAL NUMBER	9	34	67	58	25	25	31	48	47
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	39100	42200	44950	47150	48800	49800	50250	50100	48900
UPPER QUARTILE	35200	36850	38000	38850	39400	39750	39950	40100	40200
MEDIAN	30200	31650	32800	33750	34500	35050	35450	35750	36000
LOWER QUARTILE	26350	27500	28450	29250	29900	30400	30800	31150	31450
LOWER DECILE	24350	25500	26500	27450	28200	28800	29200	29350	28700
MEAN	31200	32850	34200	35250	36100	36700	37150	37500	37750
TOTAL NUMBER	99	38	46	29	22	14	10	23	36
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

········· Upper Decile
— — — Upper Quartile
━━━ Median
— — — Lower Quartile
········· Lower Decile

MACH,NON-ELECTRICAL, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26850	28100	29400	30750	32150	33550	34950	36400	37800
UPPER QUARTILE	25400	26450	27500	28600	29700	30800	31900	33000	34050
MEDIAN	23150	23850	24550	25300	26050	26750	27550	28300	29050
LOWER QUARTILE	20750	21350	21900	22500	23050	23700	24300	24900	25550
LOWER DECILE	20050	20500	20950	21400	21850	22300	22800	23250	23700
MEAN	23500	24300	25100	25900	26750	27600	28450	29300	30200
TOTAL NUMBER	9	34	66	56	23	46	24	47	37
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40650	44750	48400	51400	53650	55100	55850	56000	55250
UPPER QUARTILE	36150	39000	41500	43450	44850	45800	46300	46500	46300
MEDIAN	30600	32850	34950	36950	38600	40000	41000	41800	41900
LOWER QUARTILE	26800	28750	30650	32500	34100	35500	36550	37250	36550
LOWER DECILE	24650	26050	27350	28600	29650	30500	31150	31500	30950
MEAN	31950	34500	36900	39000	40750	42050	42900	43250	42450
TOTAL NUMBER	114	90	80	75	54	40	62	49	66
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MACH,NON-ELECTRICAL, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	33050	0	0	0
UPPER QUARTILE	0	0	0	0	0	32100	0	0	0
MEDIAN	0	0	0	0	0	25750	0	0	0
LOWER QUARTILE	0	0	0	0	0	23250	0	0	0
LOWER DECILE	0	0	0	0	0	22550	0	0	0
MEAN	0	0	0	0	0	27900	0	0	0
TOTAL NUMBER	0	0	0	0	0	22	4	0	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42550	47300	51050	53750	55550	56700	57400	57850	58100
UPPER QUARTILE	40450	43600	45550	46600	47150	47350	47450	47500	47550
MEDIAN	34750	38250	40400	41700	42400	42750	42900	42950	42950
LOWER QUARTILE	29600	32700	35000	36550	37500	38000	38250	38350	38400
LOWER DECILE	27850	30450	32500	34050	35150	35900	36350	36750	36950
MEAN	35200	38650	41200	42900	43950	44600	44900	45150	45250
TOTAL NUMBER	30	55	38	48	38	27	52	31	33
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MACH,NON-ELECTRICAL, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28050	28950	29850	30700	31600	32500	33350	34200	35050
UPPER QUARTILE	26700	27300	27950	28550	29150	29750	30350	30950	31500
MEDIAN	23850	24300	24750	25250	25700	26150	26600	27100	27550
LOWER QUARTILE	21400	21850	22300	22750	23200	23650	24050	24500	24900
LOWER DECILE	20350	20750	21150	21550	21900	22300	22700	23100	23450
MEAN	24000	24650	25250	25850	26450	27050	27650	28250	28800
TOTAL NUMBER	9	34	66	56	22	23	20	47	35
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	36650	38950	41000	42800	44350	45650	46700	47650	48500
UPPER QUARTILE	32650	34250	35700	37050	38200	39200	40050	40900	41800
MEDIAN	28450	29800	31150	32350	33500	34450	35300	36150	36800
LOWER QUARTILE	25650	26750	27750	28600	29350	29950	30450	30950	31400
LOWER DECILE	24200	25300	26300	27200	28000	28600	29000	29200	28600
MEAN	29900	31400	32800	34000	35050	35950	36650	37350	38000
TOTAL NUMBER	84	34	42	26	16	12	10	18	33
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MACH,NON-ELECTRICAL, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	41350	45050	48250
UPPER QUARTILE	0	0	0	0	0	0	49300	48750	48300
MEDIAN	0	0	0	0	0	0	39300	39400	39450
LOWER QUARTILE	0	0	0	0	0	0	36000	36050	36100
LOWER DECILE	0	0	0	0	0	0	30300	31850	33050
MEAN	0	0	0	0	0	0	40850	41050	41200
TOTAL NUMBER	0	0	1	2	3	1	10	5	8
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52950	56050	56200	55300	54350	0	0	53000	52900
UPPER QUARTILE	47500	46550	45950	45550	45450	0	0	47000	50100
MEDIAN	39650	40050	40500	41100	41850	0	0	45250	48900
LOWER QUARTILE	36200	36500	36900	37450	38200	0	0	41950	46350
LOWER DECILE	34400	35100	35150	35050	35000	0	0	34950	34950
MEAN	41600	42150	42750	43300	43900	0	0	45800	47200
TOTAL NUMBER	27	12	10	18	23	2	2	8	18
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MACH,NON-ELECTRICAL, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	4	0
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

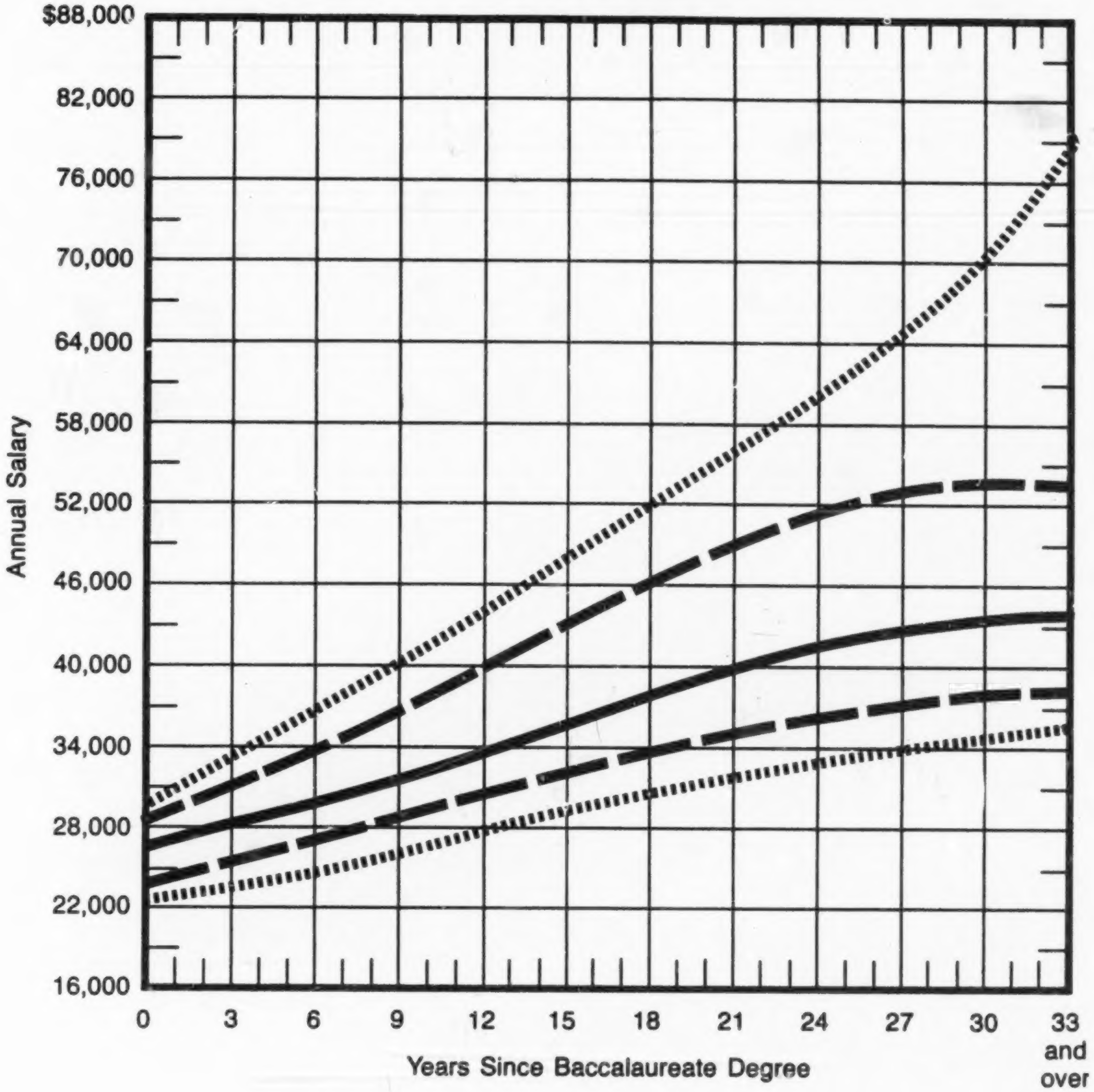
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	62150	56500	54300	53750	53700	0	0	53650	53650
UPPER QUARTILE	51400	48450	46400	45050	44350	0	0	46000	51700
MEDIAN	49650	46450	44300	42900	42150	0	0	43950	50100
LOWER QUARTILE	42300	40550	39450	38850	38750	0	0	41950	48950
LOWER DECILE	36850	36400	36300	36500	37000	0	0	41350	48250
MEAN	46800	45600	44800	44350	44250	0	0	46400	50850
TOTAL NUMBER	12	9	7	15	17	1	2	5	15
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MACH,NON-ELECTRICAL, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	47600	0	36000
UPPER QUARTILE	0	0	0	0	0	0	46950	0	35500
MEDIAN	0	0	0	0	0	0	45850	0	35000
LOWER QUARTILE	0	0	0	0	0	0	37550	0	33950
LOWER DECILE	0	0	0	0	0	0	30050	0	33350
MEAN	0	0	0	0	0	0	42550	0	34950
TOTAL NUMBER	0	0	1	2	3	1	10	0	8
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	37650	0	0	0	56850	0	0	0	0
UPPER QUARTILE	35700	0	0	0	44150	0	0	0	0
MEDIAN	34450	0	0	0	35200	0	0	0	0
LOWER QUARTILE	33600	0	0	0	33700	0	0	0	0
LOWER DECILE	33100	0	0	0	32000	0	0	0	0
MEAN	34850	0	0	0	39700	0	0	0	0
TOTAL NUMBER	15	2	3	2	5	0	0	3	3
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

ALL METAL INDUSTRIES
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30300	31350	32400	33450	34600	35750	36900	38100	39350
UPPER QUARTILE	29000	29850	30700	31600	32500	33450	34400	35350	36350
MEDIAN	27450	28050	28650	29300	29900	30550	31150	31800	32450
LOWER QUARTILE	24700	25200	25700	26200	26750	27250	27800	28300	28850
LOWER DECILE	23150	23650	24100	24550	25000	25450	25950	26400	26850
MEAN	27200	27850	28500	29200	29900	30600	31300	32050	32750
TOTAL NUMBER	89	76	53	55	74	106	95	147	69
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

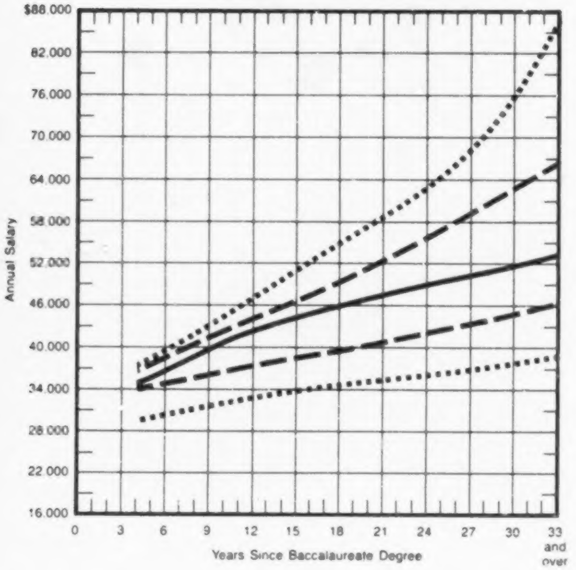
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41900	45900	50100	54450	58850	63200	67400	72500	79300
UPPER QUARTILE	38300	41350	44300	47100	49650	51750	53350	54550	54000
MEDIAN	33700	35650	37500	39250	40800	42150	43250	44100	44000
LOWER QUARTILE	29900	31450	32950	34350	35600	36650	37500	38150	38050
LOWER DECILE	27700	29000	30200	31350	32350	33300	34100	35000	36050
MEAN	34250	36550	38850	41100	43250	45150	46800	48400	49250
TOTAL NUMBER	409	281	204	246	111	206	119	152	300
OVER $88000	0	0	0	0	0	0	0	16	29
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

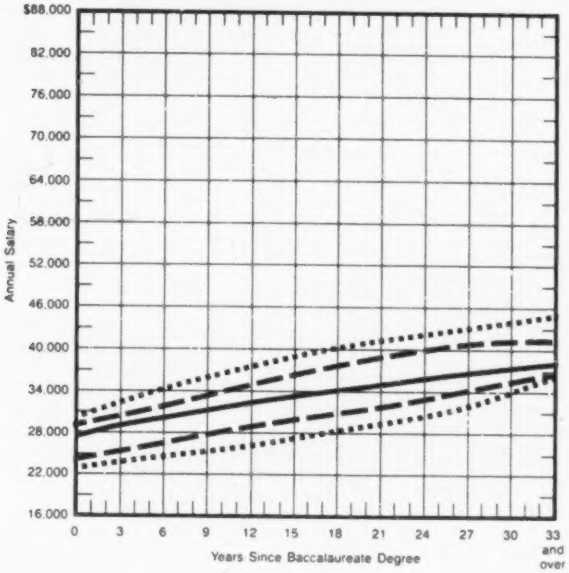
- ▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮ **Upper Decile**
- — — — — **Upper Quartile**
- ━━━━━━ **Median**
- – – – – – **Lower Quartile**
- ▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮ **Lower Decile**

ALL METAL INDUSTRIES

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	38450	39400	40350	41350	42350
UPPER QUARTILE	0	0	0	0	37350	38300	39200	40150	41100
MEDIAN	0	0	0	0	34900	35750	36550	37350	38150
LOWER QUARTILE	0	0	0	0	34000	34400	34800	35250	35650
LOWER DECILE	0	0	0	0	30650	31100	31500	31900	32350
MEAN	0	0	0	0	35650	36250	36900	37600	38250
TOTAL NUMBER	0	0	2	2	5	15	19	23	26
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44500	47950	51650	55700	60100	64750	69750	76750	89550
UPPER QUARTILE	43050	45950	48850	51700	54450	57050	59450	62300	65900
MEDIAN	39750	42000	44150	46050	47800	49300	50550	51900	53250
LOWER QUARTILE	36450	37700	38900	40050	41150	42250	43250	44450	46100
LOWER DECILE	33150	34300	35400	36400	37250	37950	38500	38950	38900
MEAN	39600	41700	43850	46050	48250	50400	52500	55150	59000
TOTAL NUMBER	120	151	70	162	49	116	77	95	153
OVER $88000	0	0	0	0	0	0	0	16	29
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30350	31100	31850	32600	33350	34050	34750	35450	36100
UPPER QUARTILE	29400	29900	30400	30900	31450	31950	32450	32950	33450
MEDIAN	28000	28350	28650	29000	29350	29650	30000	30350	30700
LOWER QUARTILE	24900	25300	25700	26100	26500	26900	27300	27700	28050
LOWER DECILE	24050	24200	24400	24550	24750	24950	25100	25300	25500
MEAN	27500	27900	28350	28750	29150	29600	30000	30400	30800
TOTAL NUMBER	89	76	51	52	68	90	75	123	42
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	37400	39200	40700	42000	43000	43750	44250	44600	44750
UPPER QUARTILE	34400	35800	37100	38300	39300	40100	40700	41050	40600
MEDIAN	31350	32300	33250	34200	35050	35900	36650	37500	38600
LOWER QUARTILE	28850	29950	31000	32050	33000	33850	34650	35550	36700
LOWER DECILE	25950	26600	27350	28150	29050	30000	31100	32700	36150
MEAN	31650	32850	34000	35100	36100	36950	37750	38500	39100
TOTAL NUMBER	288	130	133	83	61	89	42	57	147
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

········ Upper Decile
— — — Upper Quartile
━━━ Median
— — — Lower Quartile
········ Lower Decile

METAL INDUSTRY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILF	30300	31150	32000	32950	33850	34850	35850	36850	37900
UPPER QUARTILE	28650	29450	30300	31100	31950	32800	33700	34600	35500
MEDIAN	27450	28000	28600	29150	29750	30300	30900	31450	32050
LOWER QUARTILE	24700	25200	25650	26150	26600	27100	27600	28050	28550
LOWER DECILE	23450	23850	24200	24550	24950	25300	25650	26050	26400
MEAN	27050	27650	28250	28900	29550	30200	30850	31500	32200
TOTAL NUMBER	89	73	51	54	71	96	88	131	56
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40100	43650	47450	51550	55900	60500	65200	71650	82150
UPPER QUARTILE	37350	40150	42950	45650	48050	50100	51600	52650	51550
MEDIAN	33250	35000	36700	38350	39850	41200	42300	43300	43750
LOWER QUARTILE	29550	31000	32400	33700	34900	35950	36800	37600	37900
LOWER DECILE	27150	28250	29300	30350	31400	32350	33300	34400	35950
MEAN	33550	35650	37800	39900	41950	43800	45500	47300	48900
TOTAL NUMBER	302	243	164	210	86	172	90	127	262
OVER $88000	0	0	0	0	0	0	0	10	28
UNDER $17000	0	0	0	0	0	0	0	0	0

METAL INDUSTRY, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	37800	38800	39800	40850
UPPER QUARTILE	0	0	0	0	0	35300	36950	37950	39000
MEDIAN	0	0	0	0	0	34800	35550	36350	37150
LOWER QUARTILE	0	0	0	0	0	32500	33050	33600	34100
LOWER DECILE	0	0	0	0	0	30900	31350	31850	32300
MEAN	0	0	0	0	0	34100	35400	36150	36850
TOTAL NUMBER	0	0	2	2	4	15	17	13	16
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43050	46600	50400	54550	59000	63700	68700	75700	87950
UPPER QUARTILE	41150	44400	47650	50950	54100	57100	59850	63100	67100
MEDIAN	38750	41150	43500	45700	47650	49300	50550	51500	50900
LOWER QUARTILE	35200	36750	38300	39800	41150	42400	43500	44600	45600
LOWER DECILE	33200	34500	35650	36650	37400	37950	38250	38250	37100
MEAN	38350	40650	43000	45350	47750	50050	52250	54900	58350
TOTAL NUMBER	54	134	45	137	39	84	57	73	130
OVER $88000	0	0	0	0	0	0	0	10	28
UNDER $17000	0	0	0	0	0	0	0	0	0

METAL INDUSTRY, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30350	31100	31900	32650	33350	34050	34750	35400	36050
UPPER QUARTILE	29700	30150	30550	31000	31400	31850	32300	32700	33150
MEDIAN	28100	28400	28750	29050	29350	29650	29950	30250	30600
LOWER QUARTILE	24950	25350	25700	26050	26450	26800	27150	27500	27900
LOWER DECILE	24150	24250	24400	24550	24700	24850	25000	25150	25350
MEAN	27500	27900	28300	28700	29100	29500	29900	30250	30650
TOTAL NUMBER	89	73	49	51	67	81	71	117	40
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	37250	38850	40200	41300	42200	42850	43400	43850	44250
UPPER QUARTILE	34000	35200	36350	37450	38400	39250	39900	40550	40900
MEDIAN	31200	32100	33000	33900	34750	35550	36300	37200	38550
LOWER QUARTILE	28600	29650	30700	31700	32600	33500	34300	35300	36600
LOWER DECILE	25700	26300	26950	27750	28600	29550	30650	32350	36200
MEAN	31400	32500	33550	34550	35500	36350	37100	38000	39100
TOTAL NUMBER	247	108	119	72	46	87	33	54	132
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

METAL INDUSTRY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	36850	38100	39350	40700
UPPER QUARTILE	0	0	0	0	0	39100	39600	40100	40650
MEDIAN	0	0	0	0	0	37650	38100	38550	39000
LOWER QUARTILE	0	0	0	0	0	29600	30250	30900	31550
LOWER DECILE	0	0	0	0	0	26150	26800	27500	28200
MEAN	0	0	0	0	0	33900	34700	35500	36300
TOTAL NUMBER	0	3	2	0	2	9	6	8	12
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43400	47700	52200	56750	61100	64950	68100	70550	69150
UPPER QUARTILE	41750	43600	45550	47750	50050	52600	55250	59000	65350
MEDIAN	39950	41400	42900	44450	46050	47650	49300	51500	55450
LOWER QUARTILE	32850	34800	36550	38150	39450	40400	40950	40950	39150
LOWER DECILE	29550	31600	33550	35300	36750	37850	38450	38500	36400
MEAN	37900	40350	42800	45150	47350	49250	50800	52150	52350
TOTAL NUMBER	107	37	35	26	22	34	26	23	35
OVER $88000	0	0	0	0	0	0	0	6	0
UNDER $17000	0	0	0	0	0	0	0	0	0

METAL INDUSTRY, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	41200
UPPER QUARTILE	0	0	0	0	0	0	0	0	45000
MEDIAN	0	0	0	0	0	0	0	0	43300
LOWER QUARTILE	0	0	0	0	0	0	0	0	42950
LOWER DECILE	0	0	0	0	0	0	0	0	45050
MEAN	0	0	0	0	0	0	0	0	49050
TOTAL NUMBER	0	0	0	0	1	0	2	2	10
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

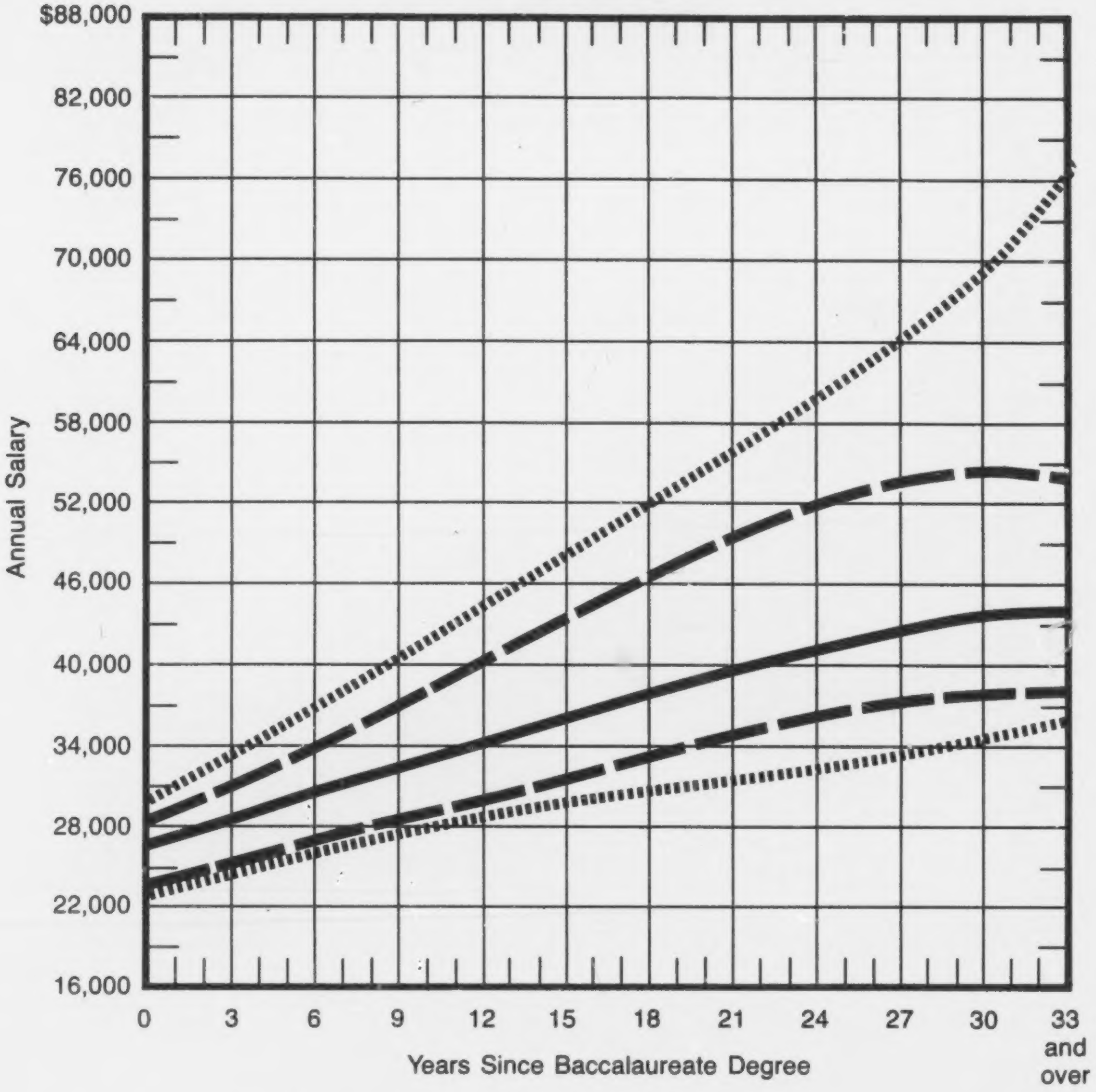
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44550	50000	55750	61550	67000	71550	74650	75700	69100
UPPER QUARTILE	43850	43700	44900	47100	50100	53650	57450	62350	67800
MEDIAN	42900	42800	43150	44000	45300	47100	49350	53300	62300
LOWER QUARTILE	42000	41000	40550	40600	41100	42100	43750	47100	58400
LOWER DECILE	41100	37900	36550	36450	37200	38550	40400	43300	47800
MEAN	41900	41100	44050	47950	51400	53800	55200	56000	56200
TOTAL NUMBER	66	16	25	18	7	31	19	20	21
OVER $88000	0	0	0	0	0	0	0	6	0
UNDER $17000	0	0	0	0	0	0	0	0	0

METAL INDUSTRY, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	31850	0	33650	0
UPPER QUARTILE	0	0	0	0	0	30200	0	31850	0
MEDIAN	0	0	0	0	0	28650	0	30150	0
LOWER QUARTILE	0	0	0	0	0	26900	0	28400	0
LOWER DECILE	0	0	0	0	0	26600	0	27750	0
MEAN	0	0	0	0	0	28950	0	30450	0
TOTAL NUMBER	0	3	2	0	1	9	4	5	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	36350	39100	41750	44150	46200	0	48600	0	45800
UPPER QUARTILE	34300	36700	38950	40850	42350	0	43600	0	39500
MEDIAN	32350	34550	36600	38400	39850	0	41300	0	38350
LOWER QUARTILE	30650	32900	35000	36900	38450	0	40100	0	37150
LOWER DECILE	29500	31200	32750	34200	35350	0	36700	0	35200
MEAN	32800	35050	37150	39000	40500	0	42000	0	38900
TOTAL NUMBER	41	20	10	7	14	2	6	3	14
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

METAL PRODUCTS, FABRICATED
ALL ENGINEERS



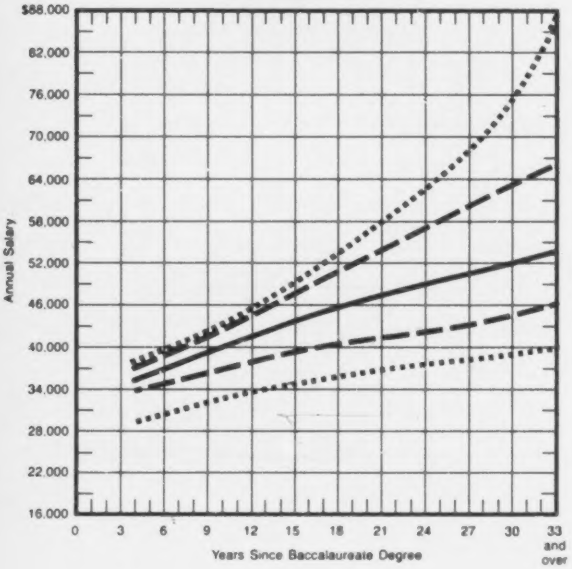
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30250	31300	32350	33450	34600	35750	36950	38150	39400
UPPER QUARTILE	29100	29950	30750	31650	32550	33450	34350	35300	36250
MEDIAN	27450	28050	28650	29250	29900	30500	31150	31800	32400
LOWER QUARTILE	24700	25200	25700	26200	26750	27250	27800	28300	28850
LOWER DECILE	23200	23650	24100	24550	25000	25450	25900	26350	26800
MEAN	27200	27850	28500	29200	29900	30600	31300	32050	32750
TOTAL NUMBER	89	76	52	55	74	106	94	145	67
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41950	45950	50150	54400	58700	62850	66850	71650	77800
UPPER QUARTILE	38200	41200	44200	47100	49750	52000	53750	55000	53900
MEDIAN	33700	35600	37500	39250	40800	42200	43250	44150	44100
LOWER QUARTILE	29900	31450	32950	34350	35600	36650	37500	38200	38150
LOWER DECILE	27700	29000	30200	31400	32450	33400	34250	35200	36200
MEAN	34250	36550	38850	41100	43250	45200	46850	48450	49300
TOTAL NUMBER	409	278	201	245	108	205	117	148	295
OVER $88000	0	0	0	0	0	0	0	16	28
UNDER $17000	0	0	0	0	0	0	0	0	0

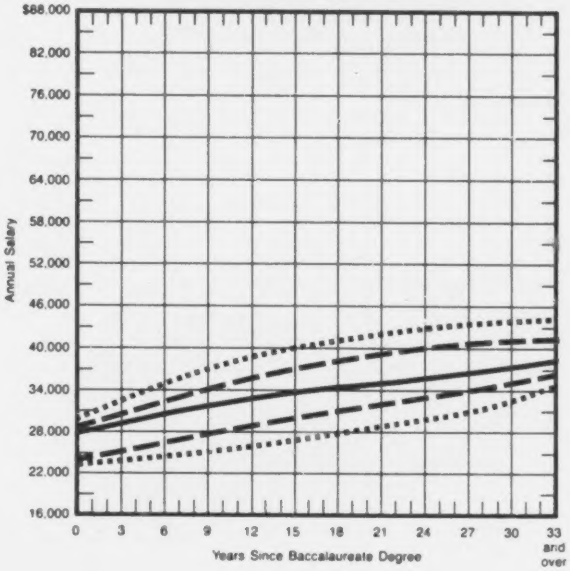
LEGEND

┅┅┅┅ Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
┅┅┅┅ Lower Decile

METAL PRODUCTS, FABRICATED



SUPERVISORS



NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	38300	39250	40200	41150	42200
UPPER QUARTILE	0	0	0	0	37350	38250	39200	40150	41050
MEDIAN	0	0	0	0	34900	35750	36550	37350	38150
LOWER QUARTILE	0	0	0	0	34000	34400	34800	35200	35650
LOWER DECILE	0	0	0	0	30700	31100	31500	31900	32300
MEAN	0	0	0	0	35600	36250	36900	37550	38200
TOTAL NUMBER	0	0	2	2	5	15	19	23	24
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44300	47750	51500	55550	59950	64650	69650	76750	89700
UPPER QUARTILE	43000	45900	48800	51650	54400	57000	59450	62300	65950
MEDIAN	39700	42000	44100	46050	47850	49400	50700	52100	53600
LOWER QUARTILE	36450	37650	38850	40050	41200	42250	43300	44500	46250
LOWER DECILE	33100	34200	35300	36300	37250	38050	38750	39500	40050
MEAN	39600	41700	43850	46050	48300	50450	52600	55300	59250
TOTAL NUMBER	120	150	70	161	46	115	76	92	149
OVER $88000	0	0	0	0	0	0	0	16	28
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30350	31100	31850	32600	33350	34050	34800	35500	36150
UPPER QUARTILE	29450	29950	30450	30950	31450	31950	32450	32950	33450
MEDIAN	28000	28350	28650	29000	29350	29700	30000	30350	30700
LOWER QUARTILE	24900	25300	25700	26100	26500	26900	27300	27700	28050
LOWER DECILE	24050	24200	24400	24550	24700	24900	25100	25300	25450
MEAN	27500	27900	28350	28750	29150	29600	30000	30400	30800
TOTAL NUMBER	89	76	50	52	68	90	74	121	42
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	37450	39200	40700	41950	42900	43650	44150	44600	44850
UPPER QUARTILE	34400	35800	37100	38250	39300	40100	40700	41100	40700
MEDIAN	31350	32350	33300	34200	35100	35900	36650	37500	38650
LOWER QUARTILE	28850	29950	31050	32050	33050	33950	34750	35650	36850
LOWER DECILE	25900	26550	27300	28100	28950	29950	31050	32700	36250
MEAN	31650	32850	34000	35100	36100	37000	37750	38500	39150
TOTAL NUMBER	288	128	130	83	61	89	41	56	146
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

┅┅┅ Upper Decile
— — — Upper Quartile
━━━ Median
— — — Lower Quartile
┅┅┅ Lower Decile

METALS,FABRICATED, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30300	31150	32000	32950	33850	34850	35850	36850	37900
UPPER QUARTILE	28650	29450	30250	31100	31950	32800	33700	34600	35500
MEDIAN	27450	28000	28550	29150	29700	30300	30850	31450	32050
LOWER QUARTILE	24700	25200	25650	26150	26600	27100	27600	28050	28550
LOWER DECILE	23450	23850	24200	24550	24900	25250	25650	26000	26350
MEAN	27000	27650	28250	28900	29500	30150	30850	31500	32200
TOTAL NUMBER	89	73	50	54	71	96	88	130	54
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40100	43650	47500	51600	56000	60600	65400	71900	82700
UPPER QUARTILE	37350	40150	43000	45650	48100	50150	51750	52850	51750
MEDIAN	33250	35000	36700	38350	39850	41200	42300	43350	43850
LOWER QUARTILE	29550	31000	32400	33700	34900	35950	36850	37650	38000
LOWER DECILE	27100	28200	29300	30350	31400	32400	33400	34550	36200
MEAN	33550	35700	37800	39950	41950	43900	45600	47450	49100
TOTAL NUMBER	302	240	163	210	83	172	89	123	259
OVER $88000	0	0	0	0	0	0	0	10	28
UNDER $17000	0	0	0	0	0	0	0	0	0

METALS,FABRICATED, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	37600	38550	39600	40650
UPPER QUARTILE	0	0	0	0	0	35900	36950	37950	39000
MEDIAN	0	0	0	0	0	34700	35500	36250	37100
LOWER QUARTILE	0	0	0	0	0	32450	33000	33500	34050
LOWER DECILE	0	0	0	0	0	30800	31300	31750	32250
MEAN	0	0	0	0	0	34650	35350	36050	36800
TOTAL NUMBER	0	0	2	2	4	15	17	13	14
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42800	46350	50150	54300	58750	63500	68550	75550	88000
UPPER QUARTILE	41100	44350	47600	50850	54050	57100	59900	63200	67350
MEDIAN	38700	41100	43500	45700	47700	49450	50750	51750	51250
LOWER QUARTILE	35150	36750	38350	39850	41250	42500	43600	44750	45700
LOWER DECILE	33150	34450	35600	36650	37450	38050	38400	38400	37400
MEAN	38300	40600	43000	45400	47800	50200	52450	55150	58750
TOTAL NUMBER	54	133	45	137	36	84	57	70	128
OVER $88000	0	0	0	0	0	0	0	10	28
UNDER $17000	0	0	0	0	0	0	0	0	0

METALS,FABRICATED, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30350	31100	31900	32650	33350	34050	34750	35450	36050
UPPER QUARTILE	29600	30050	30500	31000	31450	31900	32350	32800	33250
MEDIAN	28100	28400	28700	29050	29350	29650	29950	30250	30600
LOWER QUARTILE	24950	25350	25700	26050	26400	26800	27150	27500	27900
LOWER DECILE	24100	24250	24400	24500	24650	24800	25000	25150	25300
MEAN	27500	27900	28300	28700	29100	29500	29900	30300	30650
TOTAL NUMBER	89	73	48	51	67	81	71	116	40
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	37250	38850	40200	41350	42200	42900	43400	43900	44250
UPPER QUARTILE	34050	35250	36350	37400	38300	39050	39750	40450	41150
MEDIAN	31200	32100	33000	33900	34750	35550	36300	37250	38550
LOWER QUARTILE	28600	29650	30700	31700	32650	33550	34400	35400	36750
LOWER DECILE	25700	26300	26950	27750	28600	29600	30700	32400	36250
MEAN	31400	32550	33600	34600	35500	36350	37150	38050	39150
TOTAL NUMBER	247	106	118	72	46	87	32	53	131
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

METALS,FABRICATED, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	36800	38050	39300	40600
UPPER QUARTILE	0	0	0	0	0	39300	39750	40200	40700
MEDIAN	0	0	0	0	0	38200	38550	38950	39350
LOWER QUARTILE	0	0	0	0	0	29650	30300	30950	31600
LOWER DECILE	0	0	0	0	0	26600	27250	27900	28500
MEAN	0	0	0	0	0	34100	34900	35650	36400
TOTAL NUMBER	0	3	2	0	2	9	5	7	12
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43350	47650	52150	56700	61100	65000	68150	70700	69400
UPPER QUARTILE	41800	43550	45500	47650	50050	52650	55400	59200	65500
MEDIAN	40150	41400	42750	44200	45750	47400	49150	51750	56950
LOWER QUARTILE	32900	34800	36550	38100	39400	40350	40850	40900	39150
LOWER DECILE	29800	31700	33500	35100	36450	37500	38100	38250	36650
MEAN	38000	40350	42700	45000	47150	49050	50650	52150	52800
TOTAL NUMBER	107	37	33	25	22	33	25	23	34
OVER $88000	0	0	0	0	0	0	0	6	0
UNDER $17000	0	0	0	0	0	0	0	0	0

METALS,FABRICATED, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	41200
UPPER QUARTILE	0	0	0	0	0	0	0	0	45300
MEDIAN	0	0	0	0	0	0	0	0	43500
LOWER QUARTILE	0	0	0	0	0	0	0	0	42950
LOWER DECILE	0	0	0	0	0	0	0	0	44050
MEAN	0	0	0	0	0	0	0	0	48900
TOTAL NUMBER	0	0	0	0	1	0	2	2	10
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

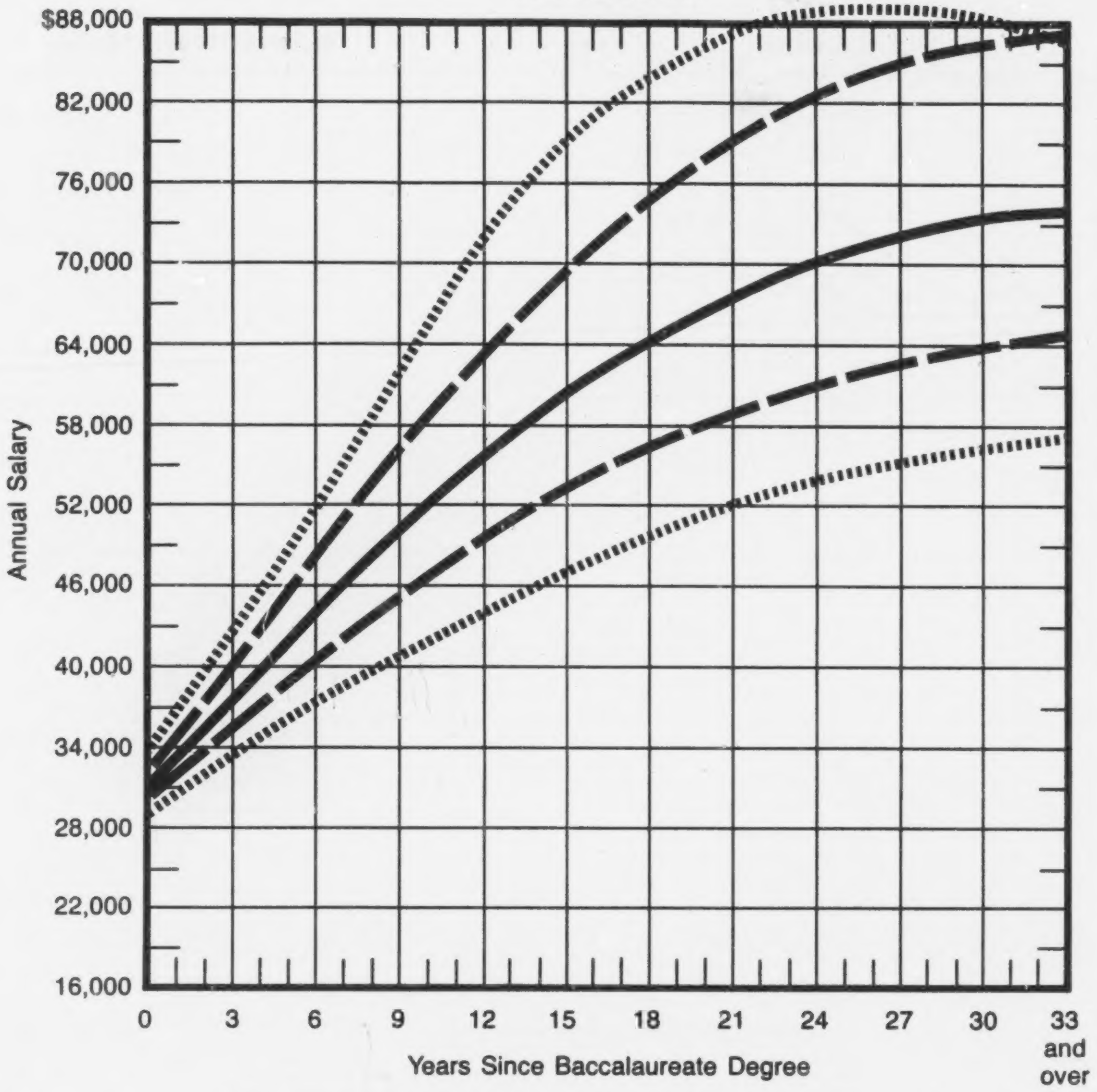
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44550	50000	55750	61600	67050	71650	74800	75950	69450
UPPER QUARTILE	43750	43500	44850	47300	50600	54400	58300	63050	67750
MEDIAN	42900	42650	42950	43800	45150	47050	49500	53550	62300
LOWER QUARTILE	41950	40950	40500	40500	41050	42050	43750	47200	58800
LOWER DECILE	41100	38350	36950	36550	36950	38100	39900	43450	52350
MEAN	41950	41000	43800	47650	51200	53850	55450	56350	56600
TOTAL NUMBER	66	16	25	17	7	30	18	20	20
OVER $88000	0	0	0	0	0	0	0	6	0
UNDER $17000	0	0	0	0	0	0	0	0	0

METALS,FABRICATED, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	31350	0	0	0
UPPER QUARTILE	0	0	0	0	0	29650	0	0	0
MEDIAN	0	0	0	0	0	28100	0	0	0
LOWER QUARTILE	0	0	0	0	0	26850	0	0	0
LOWER DECILE	0	0	0	0	0	26650	0	0	0
MEAN	0	0	0	0	0	28550	0	0	0
TOTAL NUMBER	0	3	2	0	1	9	3	4	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	36100	38950	41750	44350	46500	0	48950	0	45650
UPPER QUARTILE	33950	36450	38850	40900	42500	0	43850	0	39400
MEDIAN	32050	34350	36550	38500	40100	0	41600	0	38250
LOWER QUARTILE	30550	32800	34900	36800	38350	0	40000	0	37200
LOWER DECILE	29500	31200	32750	34100	35250	0	36600	0	35250
MEAN	32500	34900	37100	39050	40650	0	42200	0	38800
TOTAL NUMBER	41	20	8	7	14	2	6	3	14
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

PETROLEUM
ALL ENGINEERS

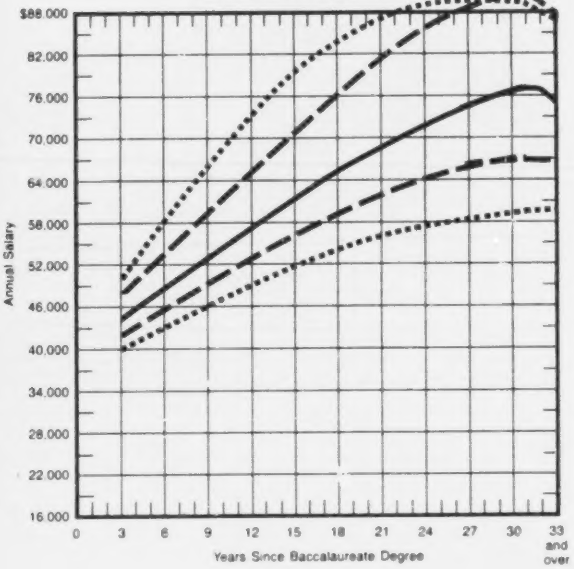


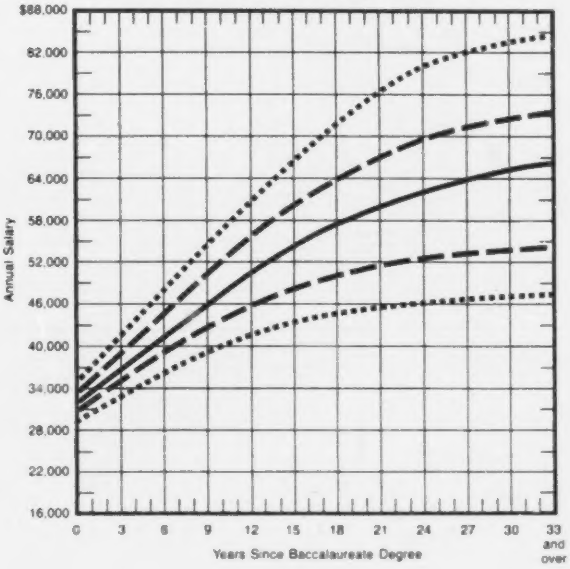
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33700	36400	39250	42250	45400	48650	51950	55350	58700
UPPER QUARTILE	32600	35050	37550	40150	42800	45500	48200	50900	53550
MEDIAN	31500	33500	35550	37600	39700	41800	43900	46000	48000
LOWER QUARTILE	30450	32100	33800	35500	37200	38900	40600	42250	43900
LOWER DECILE	29800	31100	32400	33700	35000	36300	37550	38800	40050
MEAN	31700	33800	35950	38150	40400	42600	44850	47000	49150
TOTAL NUMBER	23	108	169	104	70	67	63	46	40
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	65300	74250	81250	85800	88250	89000	88850	88000	86900
UPPER QUARTILE	58750	65950	72100	77050	80850	83550	85400	86800	87500
MEDIAN	51950	57350	61950	65700	68600	70700	72150	73300	73900
LOWER QUARTILE	47050	51300	54950	57950	60300	62050	63250	64250	64850
LOWER DECILE	42400	45650	48500	50850	52800	54300	55400	56400	57100
MEAN	53300	58850	63550	67250	70100	72100	73450	74500	75050
TOTAL NUMBER	87	64	64	29	34	43	30	62	69
OVER $88000	0	2	5	2	6	13	9	20	18
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪ Upper Decile
— — — — Upper Quartile
━━━━━ Median
— — — — Lower Quartile
▪▪▪▪▪▪▪▪ Lower Decile


SUPERVISORS


NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	50250	52850	55450	58150	60800	63450
UPPER QUARTILE	0	0	0	48150	49900	51700	53500	55400	57300
MEDIAN	0	0	0	44700	45950	47250	48550	49850	51200
LOWER QUARTILE	0	0	0	42050	43150	44300	45400	46550	47750
LOWER DECILE	0	0	0	39400	40600	41800	42950	44050	45150
MEAN	0	0	0	45200	46700	48300	49850	51450	53050
TOTAL NUMBER	0	3	3	8	13	12	33	30	16
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	68650	75750	81650	85900	88500	89700	89750	88900	86900
UPPER QUARTILE	61150	67100	72900	78350	83000	86650	89000	90100	87200
MEDIAN	54000	58200	62450	66500	70150	73300	75650	77250	75500
LOWER QUARTILE	50050	53550	56900	60000	62700	64900	66450	67450	66400
LOWER DECILE	47200	50050	52450	54500	56150	57400	58350	59250	59850
MEAN	56250	60900	65250	69100	72300	74650	76200	77050	76350
TOTAL NUMBER	51	46	50	21	23	39	24	57	56
OVER $88000	0	1	5	2	6	13	8	19	17
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34550	36650	38800	41000	43250	45500	47750	50050	52300
UPPER QUARTILE	33500	35350	37200	39100	41000	42900	44800	46700	48550
MEDIAN	32050	33650	35250	36900	38550	40150	41750	43350	44900
LOWER QUARTILE	30750	32150	33550	34950	36350	37650	38950	40200	41400
LOWER DECILE	29650	30950	32150	33350	34500	35600	36650	37600	38550
MEAN	32050	33700	35400	37100	38750	40450	42100	43750	45350
TOTAL NUMBER	23	105	166	96	57	55	30	16	24
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56800	63100	68800	73600	77450	0	82350	83900	84750
UPPER QUARTILE	52100	57050	61350	64950	67800	0	71450	72700	73450
MEDIAN	47900	52050	55650	58650	61050	0	64200	65300	66000
LOWER QUARTILE	43650	46500	48850	50700	52050	0	53700	54250	54500
LOWER DECILE	40200	42250	43850	45000	45800	0	46750	47000	47150
MEAN	48400	52600	56150	59100	61400	0	64350	65350	65900
TOTAL NUMBER	36	18	14	8	11	4	6	5	13
OVER $88000	0	1	0	0	0	0	1	1	1
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

········· Upper Decile
— — — Upper Quartile
━━━ Median
— — — Lower Quartile
········· Lower Decile

PETROLEUM, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33700	36250	38900	41700	44600	47550	50550	53600	56650
UPPER QUARTILE	32350	34750	37200	39750	42350	45000	47650	50300	52950
MEDIAN	31250	33250	35350	37450	39550	41650	43800	45850	47900
LOWER QUARTILE	30350	32050	33750	35450	37150	38850	40550	42200	43800
LOWER DECILE	29750	31050	32300	33550	34850	36100	37350	38550	39750
MEAN	31300	33350	35450	37600	39750	41950	44100	46200	48300
TOTAL NUMBER	21	95	158	95	63	59	49	38	33
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	62600	70750	77400	82200	85350	87100	87950	88250	88200
UPPER QUARTILE	58050	65100	71200	76100	79850	82550	84350	85750	86500
MEDIAN	51850	57250	61800	65450	68250	70300	71650	72700	73250
LOWER QUARTILE	46950	51250	54950	58000	60400	62150	63450	64450	65050
LOWER DECILE	42050	45200	48000	50300	52200	53700	54800	55800	56500
MEAN	52350	57850	62550	66350	69200	71300	72700	73800	74350
TOTAL NUMBER	60	43	46	19	24	41	27	58	64
OVER $88000	0	0	1	1	3	13	7	16	14
UNDER $17000	0	0	0	0	0	0	0	0	0

PETROLEUM, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	44600	47500	50450	53400	56400	59350
UPPER QUARTILE	0	0	0	44350	46400	48500	50650	52850	55000
MEDIAN	0	0	0	43950	45200	46500	47850	49200	50550
LOWER QUARTILE	0	0	0	41600	42750	43950	45150	46350	47550
LOWER DECILE	0	0	0	39450	40600	41700	42800	43900	44950
MEAN	0	0	0	43100	44700	46350	48000	49700	51350
TOTAL NUMBER	0	0	0	5	10	9	23	25	13
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	65150	72950	79200	83600	86350	87800	88350	88350	88000
UPPER QUARTILE	59400	65750	71650	76750	80900	84000	86200	87900	88900
MEDIAN	53400	57700	61950	66050	69750	72850	75050	76400	73900
LOWER QUARTILE	49950	53500	56900	59950	62600	64650	66050	66950	66100
LOWER DECILE	46950	49650	52050	54050	55700	57000	57950	58850	59550
MEAN	54750	59650	64250	68250	71500	73850	75400	76250	75650
TOTAL NUMBER	34	32	35	13	18	37	21	54	53
OVER $88000	0	0	1	1	3	13	6	16	14
UNDER $17000	0	0	0	0	0	0	0	0	0

PETROLEUM, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34500	36600	38700	40900	43050	45250	47450	49650	51800
UPPER QUARTILE	32950	35000	37050	39100	41150	43150	45100	47000	48850
MEDIAN	31750	33450	35150	36900	38600	40300	41950	43550	45150
LOWER QUARTILE	30500	32050	33550	35050	36500	37900	39200	40500	41700
LOWER DECILE	29450	30800	32150	33400	34600	35750	36850	37850	38800
MEAN	31850	33550	35300	37050	38750	40450	42150	43750	45300
TOTAL NUMBER	21	95	158	90	53	50	26	13	20
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56050	61950	67100	71400	74800	0	79100	0	81250
UPPER QUARTILE	52250	56650	60150	62850	64750	0	66950	0	67850
MEDIAN	48150	52150	55450	58100	60150	0	62650	0	63900
LOWER QUARTILE	43900	46650	48800	50400	51550	0	52800	0	53350
LOWER DECILE	40450	42500	43950	45000	45750	0	46500	0	46800
MEAN	48250	52150	55300	57800	59700	0	61950	0	63000
TOTAL NUMBER	26	11	11	6	6	4	6	4	11
OVER $88000	0	0	0	0	0	0	1	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

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                 PETROLEUM, MS

YEARS SINCE B.S.      0      1      2      3      4      5      6      7      8

    UPPER DECILE      0  51150  53500  55900  58350  60800  63250  65700  68100
  UPPER QUARTILE      0  46600  48000  49400  50900  52400  53950  55550  57150
          MEDIAN      0  36200  37750  39300  40950  42600  44300  46000  47700
  LOWER QUARTILE      0  35050  36100  37200  38350  39500  40700  41900  43150
    LOWER DECILE      0  31800  32700  33600  34550  35500  36500  37500  38500

            MEAN      0  39500  41050  42600  44200  45850  47450  49100  50750

    TOTAL NUMBER      2     12     10      7      5      7      8      7      7
    OVER  $88000      0      0      0      0      0      0      0      0      0
    UNDER $17000      0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.   9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

    UPPER DECILE  72700  78900  83950  87600  89850      0      0      0  87900
  UPPER QUARTILE  60500  65650  70900  76100  81000      0      0      0  90550
          MEDIAN  51250  56500  61700  66650  71200      0      0      0  85650
  LOWER QUARTILE  45700  49750  54000  58350  62800      0      0      0  84300
    LOWER DECILE  40550  43700  46850  49900  52750      0      0      0  59700

            MEAN  54050  58850  63450  67700  71500      0      0      0  82850

    TOTAL NUMBER     17     12     14      9      6      2      3      3      5
    OVER  $88000      0      1      3      1      2      0      2      3      4
    UNDER $17000      0      0      0      0      0      0      0      0      0
```

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                 PETROLEUM, SUPERVISORY, MS

YEARS SINCE B.S.      0      1      2      3      4      5      6      7      8

    UPPER DECILE      0      0      0      0      0      0  56750      0      0
  UPPER QUARTILE      0      0      0      0      0      0  53900      0      0
          MEDIAN      0      0      0      0      0      0  49000      0      0
  LOWER QUARTILE      0      0      0      0      0      0  46200      0      0
    LOWER DECILE      0      0      0      0      0      0  40600      0      0

            MEAN      0      0      0      0      0      0  49900      0      0

    TOTAL NUMBER      0      3      2      3      2      3      5      4      3
    OVER  $88000      0      0      0      0      0      0      0      0      0
    UNDER $17000      0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.   9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

    UPPER DECILE  83500  87900  88200  87950      0      0      0      0      0
  UPPER QUARTILE  67800  76250  79800  76900      0      0      0      0      0
          MEDIAN  56650  62100  67300  71950      0      0      0      0      0
  LOWER QUARTILE  49250  52400  56700  62500      0      0      0      0      0
    LOWER DECILE  46750  50100  51550  50750      0      0      0      0      0

            MEAN  59550  65500  68750  68500      0      0      0      0      0

    TOTAL NUMBER      9      7     12      8      3      2      3      3      3
    OVER  $88000      0      1      3      1      2      0      2      3      3
    UNDER $17000      0      0      0      0      0      0      0      0      0
```

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                 PETROLEUM, NON-SUPERVISORY, MS

YEARS SINCE B.S.      0      1      2      3      4      5      6      7      8

    UPPER DECILE      0  37650  45600      0      0      0      0      0      0
  UPPER QUARTILE      0  35900  37950      0      0      0      0      0      0
          MEDIAN      0  34850  36100      0      0      0      0      0      0
  LOWER QUARTILE      0  33600  35050      0      0      0      0      0      0
    LOWER DECILE      0  32200  35450      0      0      0      0      0      0

            MEAN      0  35150  37150      0      0      0      0      0      0

    TOTAL NUMBER      2      9      8      4      3      4      3      3      4
    OVER  $88000      0      0      0      0      0      0      0      0      0
    UNDER $17000      0      0      0      0      0      0      0      0      0

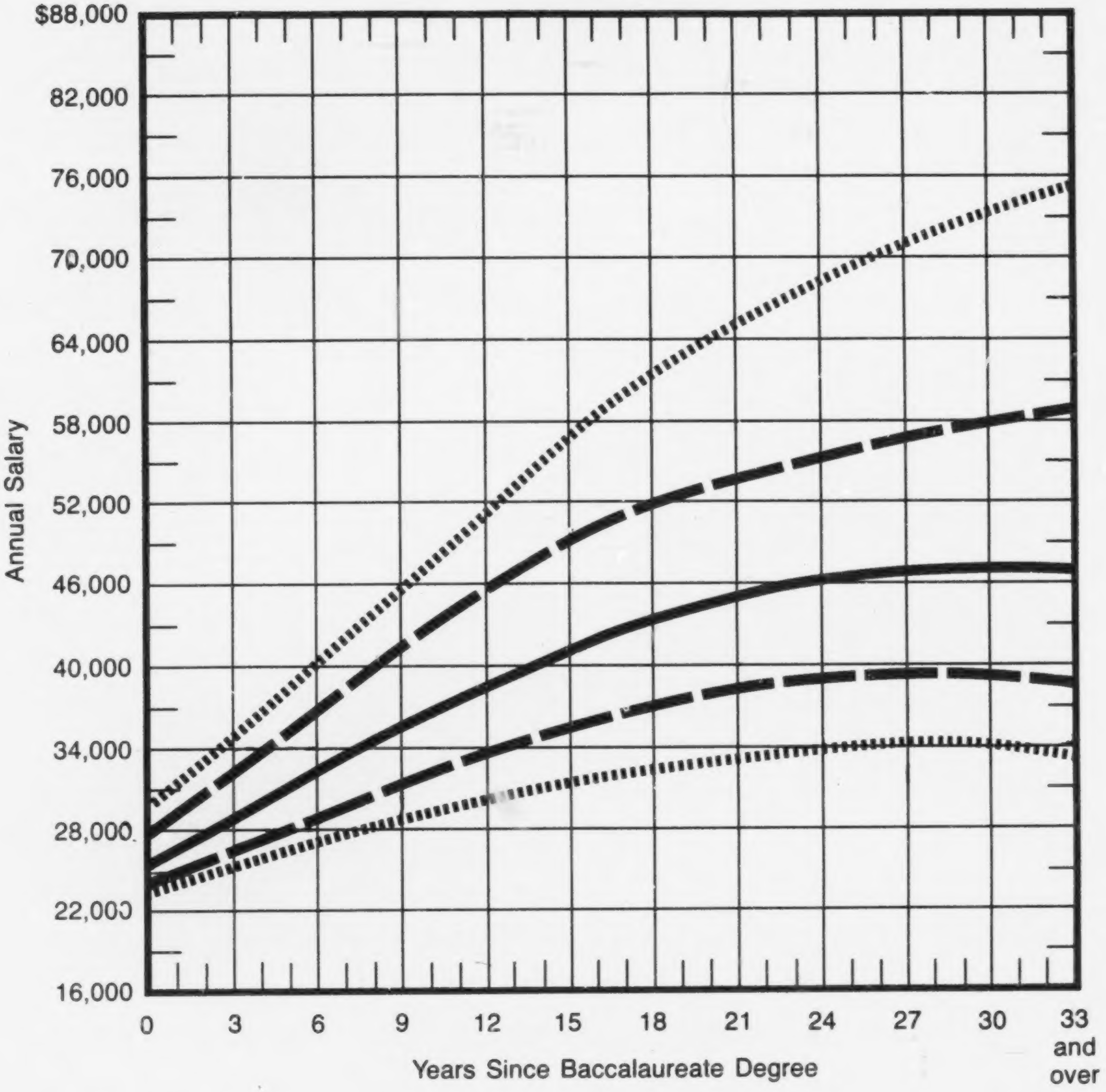
YEARS SINCE B.S.   9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

    UPPER DECILE  54000  51750      0      0      0      0      0      0      0
  UPPER QUARTILE  48100  49750      0      0      0      0      0      0      0
          MEDIAN  44900  46550      0      0      0      0      0      0      0
  LOWER QUARTILE  43150  43050      0      0      0      0      0      0      0
    LOWER DECILE  41500  32050      0      0      0      0      0      0      0

            MEAN  46600  44500      0      0      0      0      0      0      0

    TOTAL NUMBER      8      5      2      1      3      0      0      0      2
    OVER  $88000      0      0      0      0      0      0      0      0      1
    UNDER $17000      0      0      0      0      0      0      0      0      0
```

OTHER MANUFACTURING
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29600	31250	33000	34800	36600	38450	40350	42250	44150
UPPER QUARTILE	27750	29150	30550	32000	33400	34850	36300	37750	39200
MEDIAN	25700	26800	27950	29050	30200	31350	32500	33600	34750
LOWER QUARTILE	24400	25250	26050	26900	27700	28550	29350	30200	31000
LOWER DECILE	23850	24350	24850	25400	25900	26450	26950	27500	28000
MEAN	26200	27350	28500	29650	30800	32000	33200	34400	35550
TOTAL NUMBER	171	227	284	269	247	189	157	162	144
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

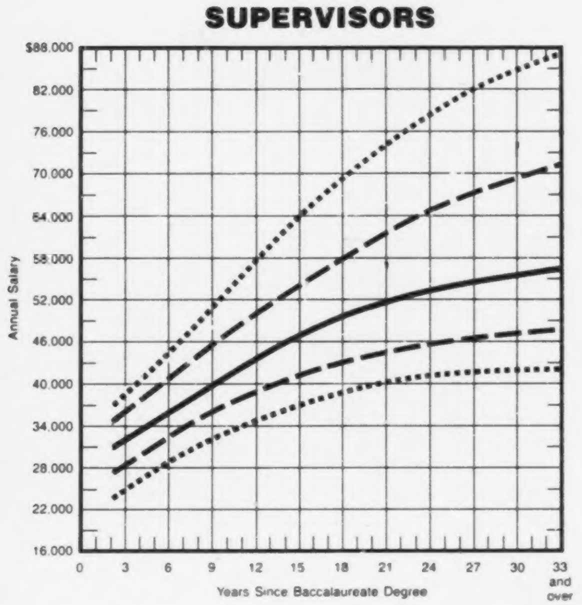
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47950	53400	58450	62850	66550	69450	71700	73700	75200
UPPER QUARTILE	41950	45800	49200	51950	54150	55800	57000	58000	58750
MEDIAN	36900	39850	42350	44300	45700	46550	47000	47050	46650
LOWER QUARTILE	32550	34650	36450	37850	38800	39350	39550	39350	38450
LOWER DECILE	29000	30450	31750	32850	33700	34250	34500	34350	32650
MEAN	37900	41150	44000	46350	48150	49400	50150	50600	50600
TOTAL NUMBER	461	398	388	360	325	341	204	266	421
OVER $88000	0	2	5	6	8	9	10	14	24
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

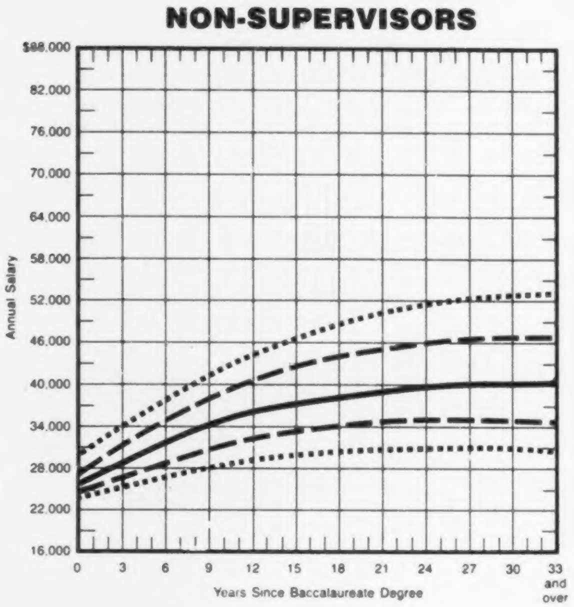
▮▮▮▮▮▮▮▮▮▮▮▮▮▮	**Upper Decile**
— — — — —	**Upper Quartile**
━━━━━━━━	**Median**
– – – – –	**Lower Quartile**
▮▮▮▮▮▮▮▮▮▮▮▮▮▮	**Lower Decile**

OTHER MANUFACTURING

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	36650	38600	40650	42700	44800	46950	49100
UPPER QUARTILE	0	0	34100	35650	37200	38800	40400	42050	43650
MEDIAN	0	0	31000	32350	33650	35000	36300	37600	38900
LOWER QUARTILE	0	0	27700	28850	30050	31200	32300	33450	34500
LOWER DECILE	0	0	23600	24900	26250	27500	28750	29900	31050
MEAN	0	0	31150	32600	34050	35500	36950	38350	39800
TOTAL NUMBER	3	3	28	31	34	30	38	44	31
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53450	59800	65850	71200	75850	79600	82550	85250	87400
UPPER QUARTILE	46850	51450	55750	59550	62750	65400	67500	69450	71050
MEDIAN	41350	44750	47700	50150	52100	53600	54750	55700	56450
LOWER QUARTILE	36550	39250	41550	43400	44850	45900	46650	47300	47700
LOWER DECILE	33100	35700	37650	39100	40100	40750	41200	41500	41600
MEAN	42550	46400	49850	52750	55050	56850	58200	59400	60300
TOTAL NUMBER	161	183	193	184	175	181	98	134	206
OVER $88000	0	2	5	5	8	8	9	14	24
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29700	31200	32650	34100	35500	36850	38150	39450	40650
UPPER QUARTILE	27750	29000	30250	31450	32700	33850	35000	36100	37150
MEDIAN	25650	26700	27750	28800	29800	30800	31750	32600	33450
LOWER QUARTILE	24600	25350	26000	26700	27400	28050	28700	29350	29950
LOWER DECILE	24100	24500	24900	25300	25700	26100	26450	26850	27200
MEAN	26250	27250	28250	29200	30200	31100	32000	32900	33700
TOTAL NUMBER	168	224	256	238	213	159	119	118	113
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42850	45700	47950	49700	50950	51800	52350	52800	53000
UPPER QUARTILE	39100	41500	43350	44650	45500	46000	46250	46400	46450
MEDIAN	35000	36850	38200	39100	39650	39950	40100	40150	40100
LOWER QUARTILE	31050	32550	33700	34550	35100	35350	35350	35150	34550
LOWER DECILE	27900	28850	29650	30300	30800	31150	31300	31200	30400
MEAN	35250	37200	38700	39800	40550	41000	41250	41400	41450
TOTAL NUMBER	300	215	195	176	150	160	106	132	215
OVER $88000	0	0	0	1	0	1	1	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
▬▬▬ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪▪ Lower Decile

OTHER MANUFACTURING, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29850	31300	32800	34350	35950	37550	39200	40800	42450
UPPER QUARTILE	27750	29050	30400	31750	33100	34450	35800	37100	38450
MEDIAN	25700	26750	27800	28900	29950	31050	32100	33150	34150
LOWER QUARTILE	24500	25250	25950	26700	27450	28150	28900	29600	30300
LOWER DECILE	23800	24250	24700	25200	25700	26150	26650	27100	27550
MEAN	26300	27300	28350	29400	30450	31500	32600	33650	34700
TOTAL NUMBER	170	216	265	242	230	154	122	115	97
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45800	50650	55300	59500	63250	66350	68850	71200	73100
UPPER QUARTILE	40950	44550	47700	50400	52600	54300	55550	56600	57250
MEDIAN	36150	38850	41150	43000	44350	45250	45800	46100	46150
LOWER QUARTILE	31700	33600	35300	36650	37700	38400	38750	38750	38050
LOWER DECILE	28500	29800	30950	32000	32800	33350	33650	33650	32400
MEAN	36800	39750	42400	44700	46500	47850	48800	49450	49700
TOTAL NUMBER	346	282	260	243	227	272	159	222	354
OVER $88000	0	0	2	0	6	6	7	7	16
UNDER $17000	0	0	0	0	0	0	0	0	0

OTHER MANUFACTURING, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	37900	39450	41000	42600	44250	45900	47600
UPPER QUARTILE	0	0	34200	35500	36850	38200	39600	40950	42350
MEDIAN	0	0	31250	32400	33550	34650	35800	36950	38050
LOWER QUARTILE	0	0	27850	28900	29950	30950	32000	33000	33950
LOWER DECILE	0	0	23700	24900	26100	27250	28350	29450	30500
MEAN	0	0	31600	32800	34000	35200	36400	37600	38800
TOTAL NUMBER	3	2	26	28	34	27	32	28	23
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51000	56150	61250	66100	70550	74500	77900	81500	85050
UPPER QUARTILE	45100	49150	53000	56600	59750	62500	64750	67050	69200
MEDIAN	40200	43300	46050	48450	50500	52150	53450	54700	55700
LOWER QUARTILE	35800	38350	40550	42350	43850	45000	45850	46600	47150
LOWER DECILE	32400	34800	36750	38150	39200	39900	40400	40750	40900
MEAN	41200	44600	47700	50500	52950	54950	56550	58100	59450
TOTAL NUMBER	120	128	124	125	122	148	74	106	170
OVER $88000	0	0	2	0	6	5	6	7	16
UNDER $17000	0	0	0	0	0	0	0	0	0

OTHER MANUFACTURING, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29750	31050	32400	33700	35000	36250	37450	38600	39700
UPPER QUARTILE	27650	28850	30100	31250	32400	33500	34550	35550	36500
MEDIAN	25600	26650	27650	28650	29600	30500	31300	32100	32850
LOWER QUARTILE	24750	25350	25900	26500	27050	27600	28150	28700	29200
LOWER DECILE	24150	24450	24800	25150	25450	25800	26100	26400	26750
MEAN	26250	27150	28100	28950	29850	30650	31450	32250	32950
TOTAL NUMBER	167	214	239	214	196	127	90	87	74
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41800	44450	46650	48350	49650	50550	51150	51650	51950
UPPER QUARTILE	38200	40350	42050	43300	44200	44850	45250	45550	45700
MEDIAN	34200	35800	37050	37950	38550	39000	39300	39500	39600
LOWER QUARTILE	30200	31600	32750	33700	34350	34750	34900	34750	33900
LOWER DECILE	27350	28200	28950	29600	30150	30550	30800	30900	30400
MEAN	34300	36100	37500	38650	39500	40100	40500	40850	41000
TOTAL NUMBER	226	154	136	118	105	124	85	116	184
OVER $88000	0	0	0	0	0	1	1	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

OTHER MANUFACTURING, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	32200	34100	36000	38000	40100	42200	44350	46500
UPPER QUARTILE	0	30750	32100	33500	34900	36350	37800	39300	40750
MEDIAN	0	28250	29250	30300	31300	32350	33400	34500	35550
LOWER QUARTILE	0	26800	27550	28300	29100	29850	30650	31400	32200
LOWER DECILE	0	25650	26250	26800	27400	28000	28600	29200	29750
MEAN	0	28400	29650	30900	32150	33400	34700	35950	37250
TOTAL NUMBER	1	11	18	25	14	31	29	43	41
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50850	57250	63200	68350	72550	75750	78100	80000	81400
UPPER QUARTILE	43650	47800	51600	54800	57300	59150	60350	61150	61450
MEDIAN	37650	40700	43500	45900	47800	49100	49850	50100	49150
LOWER QUARTILE	33750	36050	38200	40100	41550	42500	42900	42500	39400
LOWER DECILE	30950	32600	34100	35450	36450	37200	37500	37350	35500
MEAN	39750	43300	46450	49050	51100	52500	53400	53950	54000
TOTAL NUMBER	84	89	102	87	77	47	36	42	55
OVER $88000	0	1	3	4	2	1	2	6	6
UNDER $17000	0	0	0	0	0	0	0	0	0

OTHER MANUFACTURING, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	39500	44100	48800
UPPER QUARTILE	0	0	0	0	0	0	40450	42750	45050
MEDIAN	0	0	0	0	0	0	37500	38950	40300
LOWER QUARTILE	0	0	0	0	0	0	33100	34350	35550
LOWER DECILE	0	0	0	0	0	0	31150	32150	33150
MEAN	0	0	0	0	0	0	36000	38250	40500
TOTAL NUMBER	0	1	2	3	0	2	5	16	8
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57900	69350	77000	81250	83300	84150	84500	84650	84700
UPPER QUARTILE	49500	55650	60850	64900	67950	70100	71550	72700	73350
MEDIAN	43000	46650	49800	52400	54450	56000	57150	58100	58800
LOWER QUARTILE	37800	40800	43300	45200	46600	47650	48350	48900	49250
LOWER DECILE	35050	37650	39900	41650	42950	43750	44150	44200	43800
MEAN	44700	50050	54100	56900	58800	59950	60650	61150	61350
TOTAL NUMBER	31	44	55	43	43	23	19	27	28
OVER $88000	0	1	3	3	2	1	2	6	6
UNDER $17000	0	0	0	0	0	0	0	0	0

OTHER MANUFACTURING, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	33450	34600	35750	36900	38000	39100	40200	41250
UPPER QUARTILE	0	31650	32450	33250	34050	34900	35700	36550	37400
MEDIAN	0	28350	29250	30150	31000	31850	32650	33450	34200
LOWER QUARTILE	0	27100	27650	28250	28850	29450	30000	30600	31200
LOWER DECILE	0	24950	25900	26750	27550	28300	28900	29450	29900
MEAN	0	29400	30200	30950	31750	32500	33300	34050	34800
TOTAL NUMBER	1	10	16	22	14	29	24	27	33
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43300	46100	48550	50700	52450	53850	54900	55900	56700
UPPER QUARTILE	39050	41550	43900	46000	47800	49100	49900	50100	47900
MEDIAN	35600	37500	39050	40300	41300	42000	42550	42950	43250
LOWER QUARTILE	32300	33950	35400	36650	37600	38200	38450	38200	36250
LOWER DECILE	30650	31300	31600	31650	31650	31600	31550	31500	31450
MEAN	36250	38250	40000	41450	42550	43300	43750	43900	43350
TOTAL NUMBER	53	45	47	44	34	24	17	15	27
OVER $88000	0	0	0	1	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

OTHER MANUFACTURING, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	45150	0	50050
UPPER QUARTILE	0	0	0	0	0	0	44550	0	46900
MEDIAN	0	0	0	0	0	0	39700	0	41350
LOWER QUARTILE	0	0	0	0	0	0	34050	0	36400
LOWER DECILE	0	0	0	0	0	0	32300	0	33900
MEAN	0	0	0	0	0	0	39250	0	41800
TOTAL NUMBER	0	0	1	2	3	4	6	4	6
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54950	62050	68550	74150	78750	82350	85000	0	88800
UPPER QUARTILE	49300	53000	56800	60650	64400	68100	71550	0	81450
MEDIAN	43050	45700	48500	51350	54250	57150	60000	0	68800
LOWER QUARTILE	38550	41350	43550	45200	46250	46850	47150	0	47050
LOWER DECILE	35450	37650	39650	41200	42350	42950	43000	0	39300
MEAN	44350	48000	51350	54350	56900	59050	60800	0	639
TOTAL NUMBER	31	27	26	30	21	22	9	2	12
OVER $88000	0	1	0	2	0	2	1	1	2
UNDER $17000	0	0	0	0	0	0	0	0	0

OTHER MANUFACTURING, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	1	1	0	0
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

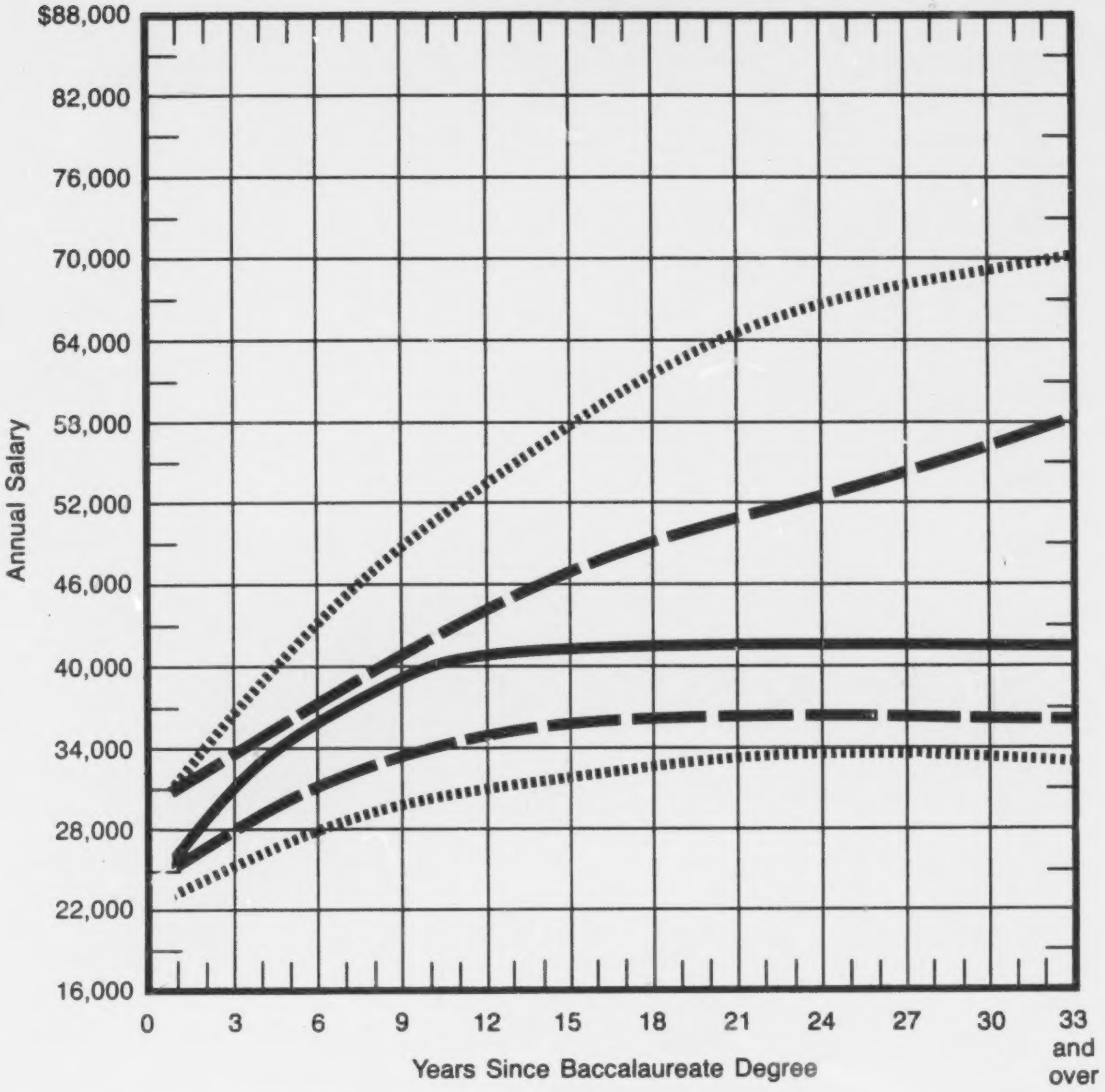
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	62150	67450	72800	77950	82650	86550	89400	0	87900
UPPER QUARTILE	56450	60800	65300	69800	74200	78300	82000	0	88550
MEDIAN	54750	55300	56900	59400	62550	66100	69800	0	79850
LOWER QUARTILE	44900	47100	49450	51900	54500	57150	59900	0	69150
LOWER DECILE	37750	41350	45000	48550	51750	54350	56100	0	53400
MEAN	50900	54400	57950	61500	65000	68250	71200	0	77100
TOTAL NUMBER	10	11	14	16	10	10	5	1	8
OVER $88000	0	1	0	2	0	2	1	1	2
UNDER $17000	0	0	0	0	0	0	0	0	0

OTHER MANUFACTURING, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	43900	0	46750
UPPER QUARTILE	0	0	0	0	0	0	42650	0	43950
MEDIAN	0	0	0	0	0	0	40500	0	40450
LOWER QUARTILE	0	0	0	0	0	0	34600	0	35900
LOWER DECILE	0	0	0	0	0	0	31600	0	32800
MEAN	0	0	0	0	0	0	38550	0	40000
TOTAL NUMBER	0	0	1	2	3	3	5	4	6
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49150	52000	53950	55300	56150	56700	0	0	0
UPPER QUARTILE	45250	47150	48950	50600	52100	53350	0	0	0
MEDIAN	41050	42500	44300	46150	47850	49200	0	0	0
LOWER QUARTILE	37200	39150	41000	42700	44350	45800	0	0	0
LOWER DECILE	34050	35900	37850	39750	41700	43600	0	0	0
MEAN	41400	43350	45200	46800	48250	49500	0	0	0
TOTAL NUMBER	21	16	12	14	11	12	4	1	4
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

AUTO & RAILROAD EQUIPMENT
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	31850	33900	35950	38050	40150	42200	44250	46250
UPPER QUARTILE	0	31850	33050	34200	35400	36600	37750	38900	40050
MEDIAN	0	26400	29200	31700	33800	35550	36950	38050	38950
LOWER QUARTILE	0	25400	26900	28250	29450	30550	31500	32300	33050
LOWER DECILE	0	23300	24200	25050	25900	26700	27500	28200	28850
MEAN	0	28850	30250	31600	32950	34200	35450	36600	37700
TOTAL NUMBER	2	5	12	15	12	12	17	11	13
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

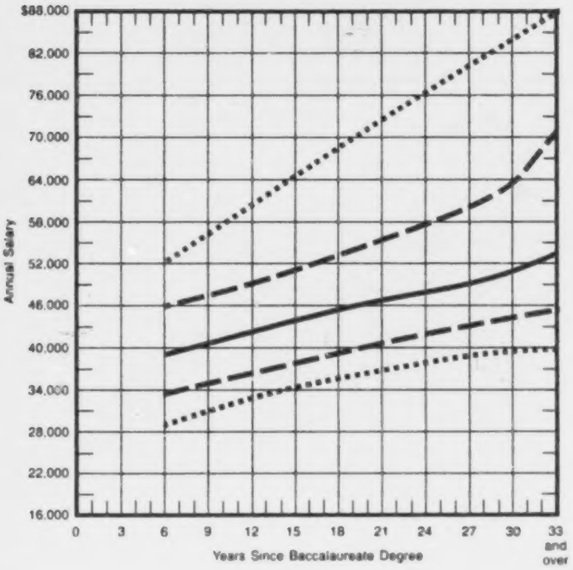
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50100	55300	59650	63050	65600	67400	68650	69650	70200
UPPER QUARTILE	42300	45400	48250	50750	52800	54550	55850	57150	58200
MEDIAN	40150	41100	41500	41700	41800	41800	41800	41800	41800
LOWER QUARTILE	34150	35250	35850	36200	36400	36500	36550	36550	36600
LOWER DECILE	30050	31400	32300	32850	33100	33150	33100	33000	32850
MEAN	39750	42250	44150	45550	46550	47200	47650	48000	48150
TOTAL NUMBER	22	30-	29	26	11	17	13	12	34
OVER $88000	0	0	1	1	0	1	1	1	3
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

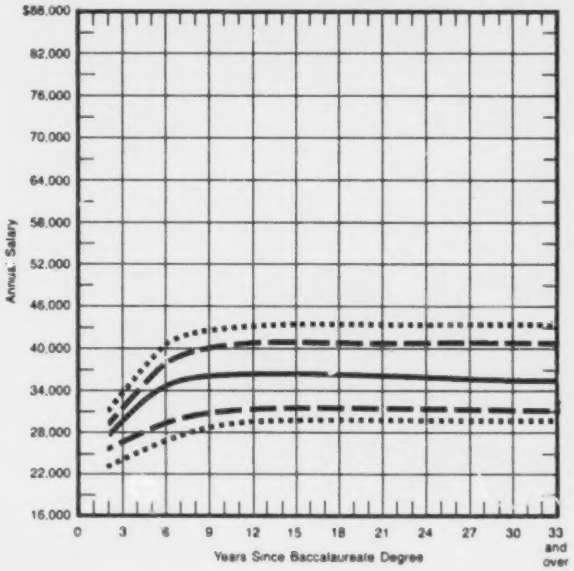
┅┅┅┅┅ **Upper Decile**
— — — — **Upper Quartile**
━━━━━ **Median**
— — — — **Lower Quartile**
┅┅┅┅┅ **Lower Decile**

AUTO & RAILROAD EQUIPMENT

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	52250	0	0
UPPER QUARTILE	0	0	0	0	0	0	46000	0	0
MEDIAN	0	0	0	0	0	0	39650	0	0
LOWER QUARTILE	0	0	0	0	0	0	33250	0	0
LOWER DECILE	0	0	0	0	0	0	28450	0	0
MEAN	0	0	0	0	0	0	39950	0	0
TOTAL NUMBER	1	1	0	1	0	4	7	1	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57200	61150	65150	69250	73300	77200	80800	84950	89500
UPPER QUARTILE	48500	50500	52550	54650	56850	59150	61500	64700	70500
MEDIAN	41650	43100	44600	46050	47450	48800	50100	51650	53900
LOWER QUARTILE	36050	37900	39500	40900	42050	43000	43750	44450	45050
LOWER DECILE	31200	33150	34950	36550	37850	38850	39500	39850	39150
MEAN	43050	45350	47550	49600	51550	53300	54850	56600	58700
TOTAL NUMBER	14	16	14	17	7	10	7	6	22
OVER $88000	0	0	1	1	0	1	1	1	3
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	30300	35450	38950	41050	42300	43000	43400
UPPER QUARTILE	0	0	29250	34400	37500	39100	39800	40050	40150
MEDIAN	0	0	27800	32050	34900	36450	37200	37350	37300
LOWER QUARTILE	0	0	25900	27800	29350	30600	31500	32150	32550
LOWER DECILE	0	0	23450	24650	25700	26700	27550	28300	28900
MEAN	0	0	27700	30850	33200	34750	35750	36300	36550
TOTAL NUMBER	1	4	12	14	12	8	10	10	11
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43800	43950	44000	44000	0	44000	44000	44000	44000
UPPER QUARTILE	40150	40100	40050	40050	0	40050	40050	40050	40050
MEDIAN	36900	36400	36200	36100	0	36050	36050	36050	36050
LOWER QUARTILE	32950	32900	32700	32500	0	32300	32250	32250	32250
LOWER DECILE	29800	30550	30750	30750	0	30500	30400	30350	30300
MEAN	36700	36600	36450	36400	0	36350	36350	36350	36350
TOTAL NUMBER	8	14	15	9	4	7	6	6	12
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮▮	Upper Decile
— — —	Upper Quartile
▬▬▬	Median
— — —	Lower Quartile
▮▮▮▮▮▮▮▮▮	Lower Decile

AUTO & RR, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	33550	35250	37000	38750	40500	42200	43900
UPPER QUARTILE	0	0	31850	33200	34550	35850	37150	38400	39550
MEDIAN	0	0	28000	30750	33100	35000	36450	37600	38500
LOWER QUARTILE	0	0	26100	27350	28500	29550	30650	31300	32000
LOWER DECILE	0	0	23700	24500	25300	26050	26750	27450	28100
MEAN	0	0	30150	31300	32400	33450	34500	35500	36450
TOTAL NUMBER	2	4	11	11	10	11	13	10	9
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47200	51750	55700	58950	61550	63550	64950	66150	66900
UPPER QUARTILE	41750	44650	46950	48750	50050	51050	51700	52200	52500
MEDIAN	39600	40450	40800	40950	41000	41000	41050	41050	41050
LOWER QUARTILE	33150	34350	35050	35500	35750	35850	35950	36000	36000
LOWER DECILE	29250	30700	31700	32350	32650	32750	32700	32550	32300
MEAN	38250	40500	42350	43750	44850	45600	46150	46550	46800
TOTAL NUMBER	17	23	21	17	7	16	10	12	30
OVER $88000	0	0	0	0	0	1	1	1	2
UNDER $17000	0	0	0	0	0	0	0	0	0

AUTO & RR, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	56350	0	0
UPPER QUARTILE	0	0	0	0	0	0	48650	0	0
MEDIAN	0	0	0	0	0	0	38500	0	0
LOWER QUARTILE	0	0	0	0	0	0	33200	0	0
LOWER DECILE	0	0	0	0	0	0	28800	0	0
MEAN	0	0	0	0	0	0	39400	0	0
TOTAL NUMBER	1	1	0	1	0	3	7	1	1
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

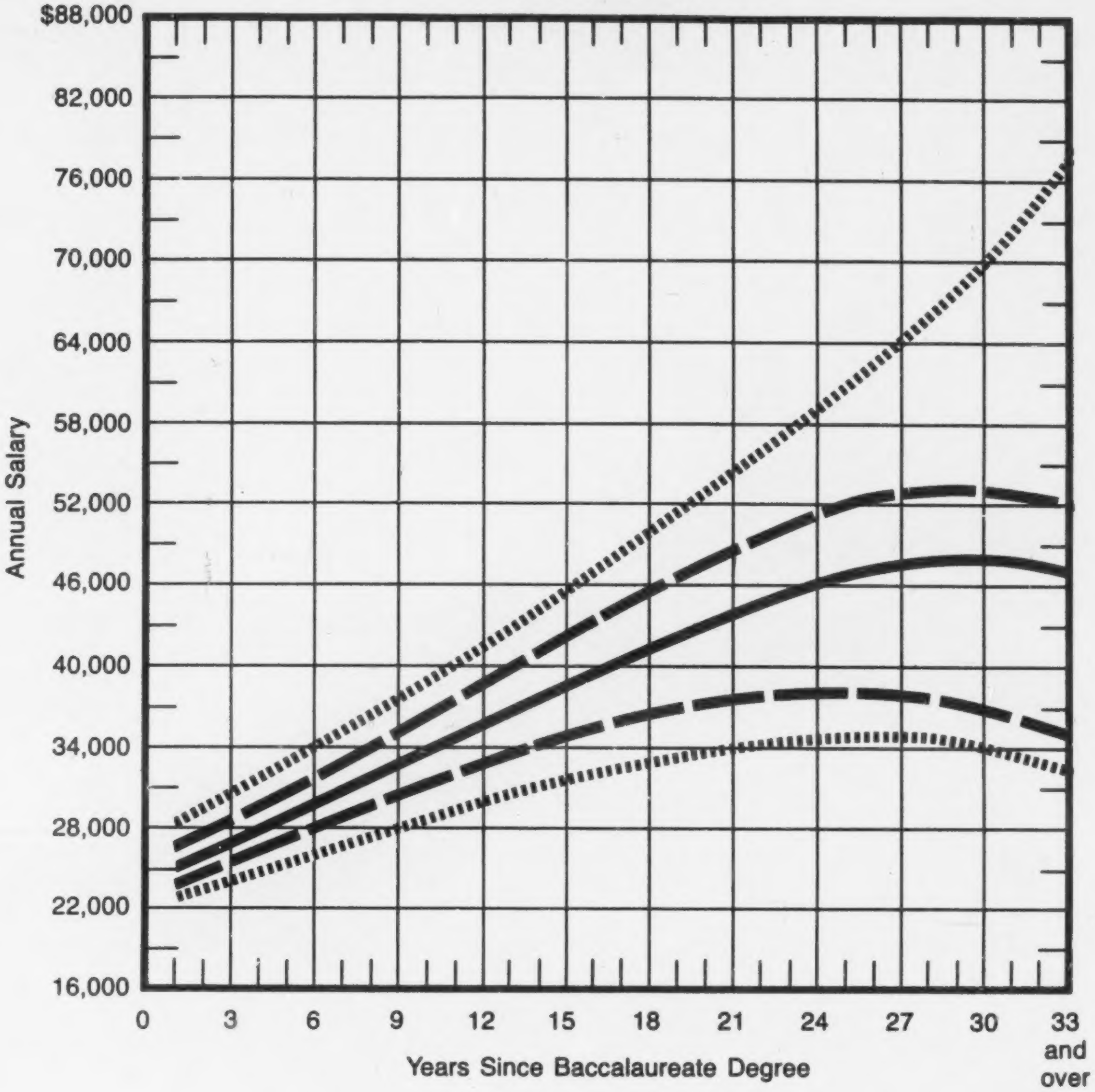
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54650	55850	58550	62400	0	72650	78250	85150	92400
UPPER QUARTILE	46000	46350	47950	50400	0	56800	60150	64050	67750
MEDIAN	40600	42150	43700	45200	0	48050	49350	50850	52850
LOWER QUARTILE	35350	36900	38350	39700	0	42050	43050	44150	45400
LOWER DECILE	30500	31750	33050	34250	0	36550	37600	38800	40300
MEAN	41600	43350	45050	46850	0	50350	52100	54350	57950
TOTAL NUMBER	12	12	9	9	3	9	6	6	18
OVER $88000	0	0	0	0	0	1	1	1	2
UNDER $17000	0	0	0	0	0	0	0	0	0

AUTO & RR, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	29650	34150	37350	39500	40900	41800	42350
UPPER QUARTILE	0	0	28700	32850	35750	37600	38700	39300	39650
MEDIAN	0	0	27350	31000	33650	35350	36300	36700	36850
LOWER QUARTILE	0	0	25700	27300	28650	29750	30650	31300	31800
LOWER DECILE	0	0	23700	24450	25150	25800	26450	27050	27550
MEAN	0	0	27050	29750	31900	33500	34650	35450	35950
TOTAL NUMBER	1	3	11	10	10	8	6	9	8
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42950	43250	43300	43350	0	43350	0	43350	43350
UPPER QUARTILE	39900	39900	39900	39900	0	39900	0	39900	39900
MEDIAN	36700	36300	36050	35950	0	35900	0	35900	35900
LOWER QUARTILE	32400	32600	32450	32250	0	31950	0	31850	31850
LOWER DECILE	28500	29600	30250	30600	0	30550	0	30050	29700
MEAN	36400	36500	36400	36350	0	36300	0	36300	36300
TOTAL NUMBER	5	11	12	8	4	7	4	6	12
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

CERAMIC PRODUCTS
ALL ENGINEERS



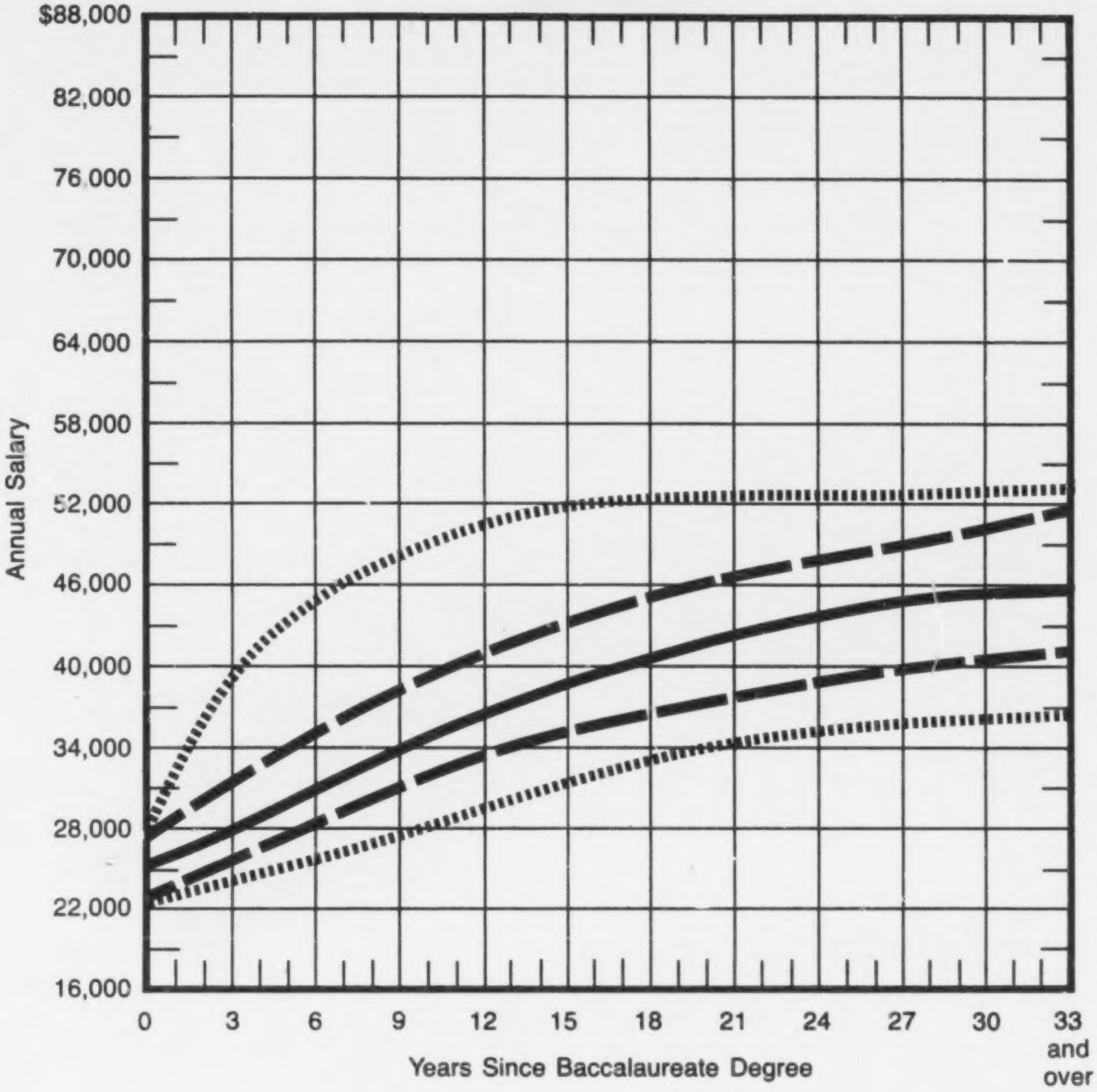
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	28400	0	30550	31650	32850	34050	35300	0
UPPER QUARTILE	0	26950	0	29000	30050	31150	32250	33400	0
MEDIAN	0	26050	0	27700	28550	29400	30250	31150	0
LOWER QUARTILE	0	24350	0	25750	26500	27200	27950	28700	0
LOWER DECILE	0	23200	0	24400	25050	25650	26300	26900	0
MEAN	0	25950	0	27600	28450	29350	30250	31200	0
TOTAL NUMBER	0	5	1	6	11	9	8	11	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	39250	43500	48000	52650	57300	61900	66300	71500	78150
UPPER QUARTILE	36900	40400	43750	46850	49400	51350	52600	53150	51900
MEDIAN	33900	36650	39400	41950	44200	46050	47350	48150	47000
LOWER QUARTILE	30950	33100	35100	36750	38000	38700	38850	38050	34550
LOWER DECILE	28800	30550	32100	33400	34350	34850	34900	34200	31350
MEAN	34050	37050	40000	42850	45350	47400	48750	49300	46750
TOTAL NUMBER	33	17	19	17	30	20	11	11	10
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮	**Upper Decile**
— — — —	**Upper Quartile**
━━━━	**Median**
— — — —	**Lower Quartile**
▮▮▮▮▮▮▮▮	**Lower Decile**

FOOD PRODUCTS
ALL ENGINEERS



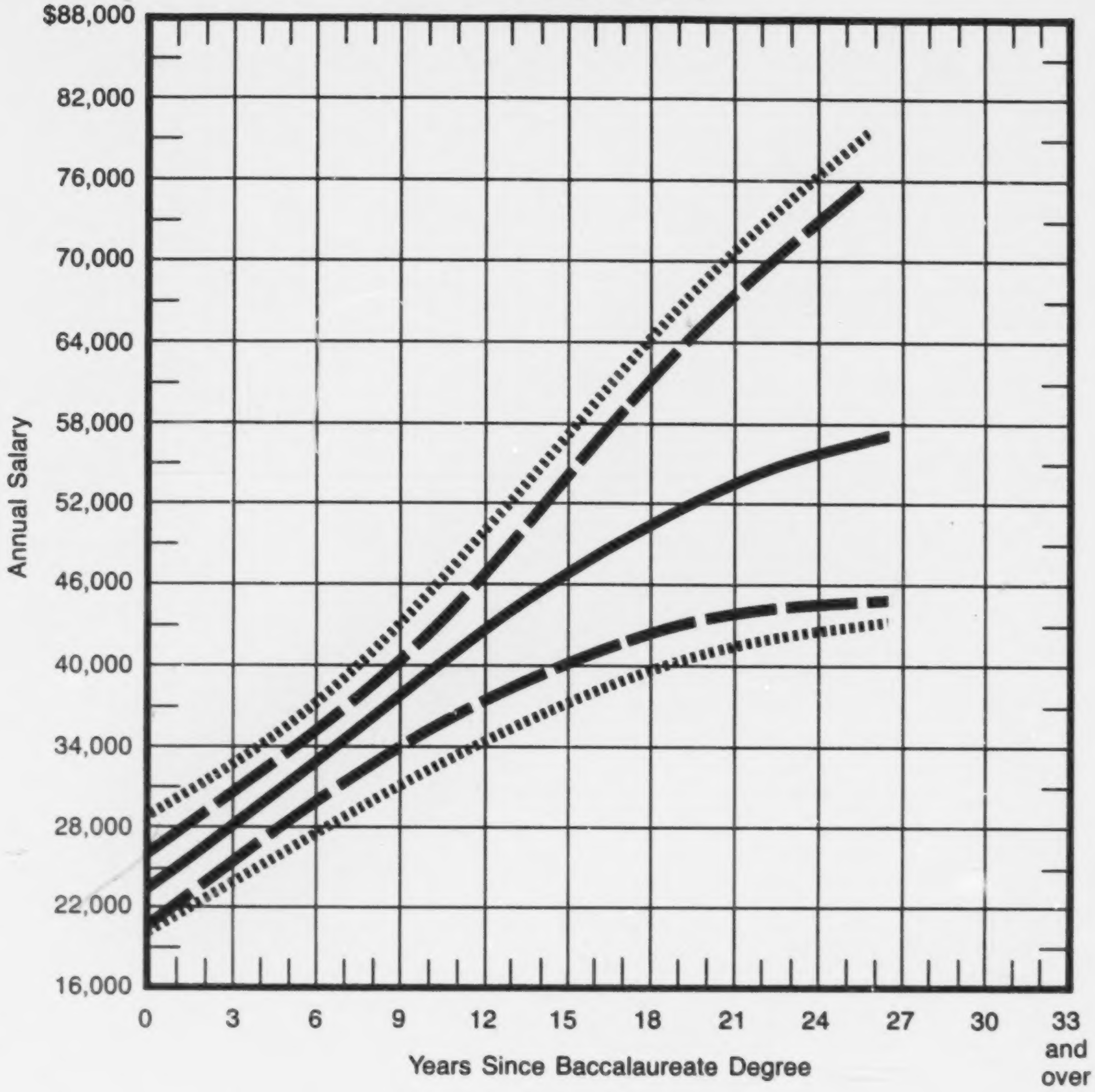
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28750	32200	35450	38400	40950	43200	45050	46600	0
UPPER QUARTILE	27050	28350	29650	30950	32250	33550	34800	36000	0
MEDIAN	25400	26450	27500	28550	29600	30600	31650	32600	0
LOWER QUARTILE	23850	24700	25600	26450	27300	28150	28950	29750	0
LOWER DECILE	22150	22850	23550	24250	24950	25600	26300	26950	0
MEAN	25850	27000	28200	29350	30500	31600	32700	33750	0
TOTAL NUMBER	16	11	6	6	8	10	5	7	3
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49700	51300	52050	52400	52600	52650	52650	52700	52700
UPPER QUARTILE	39400	42400	44950	46950	48550	49700	50550	51200	51650
MEDIAN	35400	37850	39900	41650	43000	44050	44800	45450	45950
LOWER QUARTILE	32000	34050	35750	37200	38350	39250	39950	40550	41000
LOWER DECILE	28750	30450	31850	33100	34100	34900	35550	36100	36550
MEAN	36700	39250	41350	43000	44300	45250	45900	46450	46750
TOTAL NUMBER	22	17	16	11	12	11	16	12	36
OVER $88000	0	0	0	0	1	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮▮▮ **Upper Decile**
— — — — **Upper Quartile**
━━━━━ **Median**
— — — — **Lower Quartile**
▮▮▮▮▮▮▮▮▮▮ **Lower Decile**

LUMBER & WOOD PRODUCTS
ALL ENGINEERS



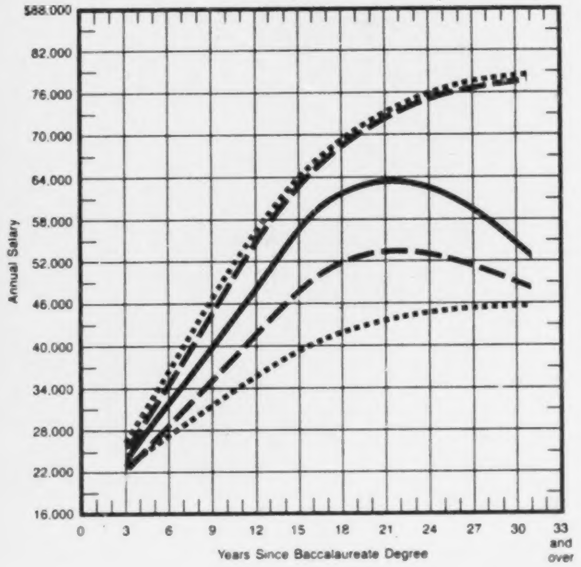
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	29050	30500	32000	33650	35350	37150	39050	41050
UPPER QUARTILE	0	26500	27850	29300	30850	32500	34250	36100	38050
MEDIAN	0	24750	26100	27550	29000	30550	32150	33800	35500
LOWER QUARTILE	0	21350	22900	24550	26200	27900	29550	31250	32850
LOWER DECILE	0	21300	22500	23700	24950	26200	27450	28750	30000
MEAN	0	24950	26250	27600	29000	30500	32050	33650	35350
TOTAL NUMBER	3	6	20	21	17	7	34	25	23
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45300	52450	60200	67900	74700	79300	0	0	0
UPPER QUARTILE	42250	49350	57100	64900	71600	75950	0	0	0
MEDIAN	38950	44000	48500	51950	53900	54250	0	0	0
LOWER QUARTILE	35850	39650	42350	43950	44700	44900	0	0	0
LOWER DECILE	32500	35950	38850	41000	42400	43100	0	0	0
MEAN	38850	44450	49950	54900	58600	60550	0	0	0
TOTAL NUMBER	53	25	25	13	6	13	2	2	3
OVER $88000	0	0	0	0	0	0	0	5	0
UNDER $17000	0	0	0	0	0	0	0	0	0

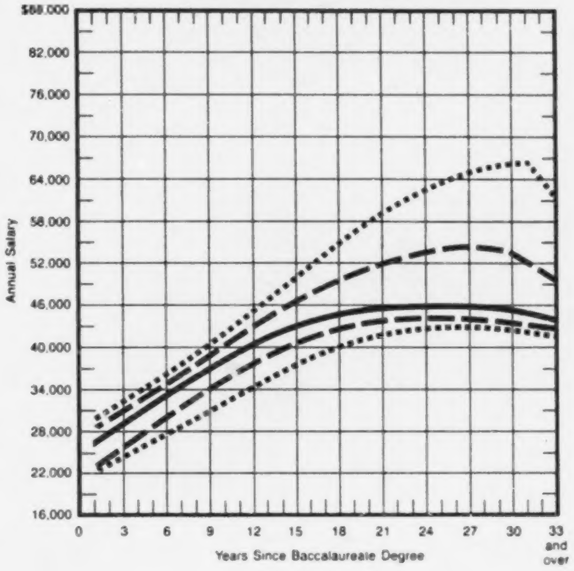
LEGEND

- ▪▪▪▪▪▪▪▪ **Upper Decile**
- — — — — **Upper Quartile**
- ━━━━━ **Median**
- — — — — **Lower Quartile**
- ▪▪▪▪▪▪▪▪ **Lower Decile**

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	26000	29150	0	36000	39550	43100
UPPER QUARTILE	0	0	0	25400	28350	0	34650	37950	41250
MEDIAN	0	0	0	24550	26700	0	31500	34200	36950
LOWER QUARTILE	0	0	0	22950	24800	0	28950	31150	33400
LOWER DECILE	0	0	0	22350	23950	0	27150	28750	30350
MEAN	0	0	0	24300	26850	0	32250	35000	37750
TOTAL NUMBER	0	0	4	8	5	1	13	9	8
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50050	59300	66550	71650	0	76900	0	78550	0
UPPER QUARTILE	47900	57050	64500	70050	0	76200	0	78350	0
MEDIAN	42850	51750	59150	63400	0	61650	0	52450	0
LOWER QUARTILE	38000	44600	49800	52800	0	52700	0	48150	0
LOWER DECILE	33350	37300	40350	42550	0	44800	0	45550	0
MEAN	43000	49950	55350	59200	0	63300	0	64700	0
TOTAL NUMBER	5	14	11	8	2	9	1	20	3
OVER $88000	0	0	0	0	0	0	0	5	0
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	30100	31250	32450	33700	35000	36300	37700	39100
UPPER QUARTILE	0	28350	29550	30750	32000	33300	34600	35950	37300
MEDIAN	0	26000	27300	28650	30000	31350	32750	34100	35400
LOWER QUARTILE	0	22600	24100	25600	27100	28650	30150	31600	33050
LOWER DECILE	0	21950	23050	24150	25300	26450	27650	28850	30000
MEAN	0	26150	27350	28550	29800	31050	32350	33650	35000
TOTAL NUMBER	3	6	15	12	11	5	21	16	15
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42100	46800	51700	56450	0	0	0	66450	60350
UPPER QUARTILE	40050	44200	48000	51250	0	0	0	53450	48350
MEDIAN	38000	41350	44000	45700	0	0	0	45300	43650
LOWER QUARTILE	35700	39050	41400	42800	0	0	0	42950	42500
LOWER DECILE	32350	35650	38500	40750	0	0	0	42800	41550
MEAN	37650	41600	45150	48050	0	0	0	50650	47650
TOTAL NUMBER	47	10	14	5	3	4	0	12	10
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

┅┅┅ Upper Decile
— — — Upper Quartile
━━━ Median
— — — Lower Quartile
┅┅┅ Lower Decile

LUMBER & WOOD PRODUCTS, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	28750	30100	31550	33050	0	36350	38150	40000
UPPER QUARTILE	0	26150	27650	29200	30850	0	34300	36050	37850
MEDIAN	0	24600	26050	27550	29050	0	32150	33750	35300
LOWER QUARTILE	0	21450	22900	24450	26000	0	29250	30900	32500
LOWER DECILE	0	21450	22500	23550	24700	0	27000	28150	29350
MEAN	0	24550	25900	27300	28800	0	31800	33400	35000
TOTAL NUMBER	3	6	19	17	14	3	28	17	10
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43950	50500	57450	0	0	0	0	73550	59850
UPPER QUARTILE	41500	46650	51050	0	0	0	0	50850	45550
MEDIAN	38400	42550	45850	0	0	0	0	46900	44600
LOWER QUARTILE	35600	39650	42650	0	0	0	0	44050	43000
LOWER DECILE	31700	35100	38150	0	0	0	0	43250	41750
MEAN	38200	42800	46850	0	0	0	0	50900	47800
TOTAL NUMBER	37	10	18	2	1	4	1	22	11
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LUMBER & WOOD PRODUCTS, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	26100	29200	0	35800	39200	0
UPPER QUARTILE	0	0	0	25300	28650	0	35600	39050	0
MEDIAN	0	0	0	24350	26750	0	31950	34700	0
LOWER QUARTILE	0	0	0	22550	24300	0	28250	30400	0
LOWER DECILE	0	0	0	22250	24000	0	27600	29400	0
MEAN	0	0	0	24200	26800	0	32350	35200	0
TOTAL NUMBER	0	0	4	7	5	1	10	5	4
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

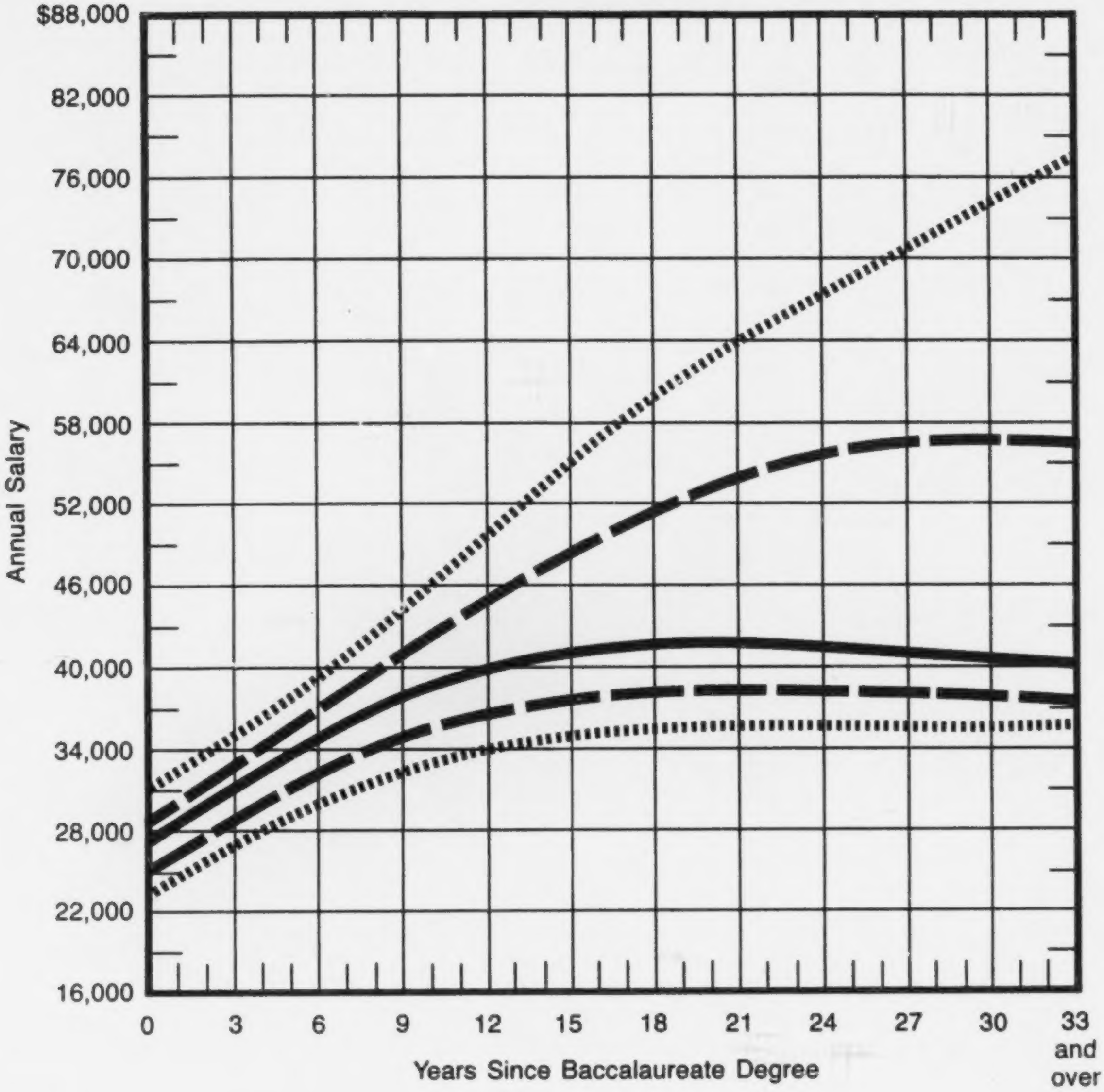
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	58250	65250	0	0	0	0	77100	0
UPPER QUARTILE	0	52950	54850	0	0	0	0	52300	0
MEDIAN	0	50150	54750	0	0	0	0	49550	0
LOWER QUARTILE	0	45950	53700	0	0	0	0	47100	0
LOWER DECILE	0	39300	42650	0	0	0	0	45500	0
MEAN	0	49200	52850	0	0	0	0	54350	0
TOTAL NUMBER	2	6	7	0	0	1	0	13	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LUMBER & WOOD PRODUCTS, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	29750	30900	32100	33350	0	36000	37400	38800
UPPER QUARTILE	0	28150	29350	30600	31850	0	34450	35750	37100
MEDIAN	0	25900	27200	28500	29850	0	32550	33850	35150
LOWER QUARTILE	0	22200	23600	25050	26550	0	29600	31150	32650
LOWER DECILE	0	22000	23000	24000	25050	0	27200	28300	29450
MEAN	0	26050	27150	28350	29500	0	32000	33300	34600
TOTAL NUMBER	3	6	15	10	8	2	17	11	5
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41800	0	51450	0	0	0	0	66000	59550
UPPER QUARTILE	39750	0	46950	0	0	0	0	49700	45250
MEDIAN	37700	0	43600	0	0	0	0	44950	43350
LOWER QUARTILE	35600	0	42500	0	0	0	0	43650	42200
LOWER DECILE	31700	0	38150	0	0	0	0	43850	41600
MEAN	37200	0	44650	0	0	0	0	49950	46150
TOTAL NUMBER	35	3	11	1	1	2	0	9	8
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

PAPER PRODUCTS
ALL ENGINEERS



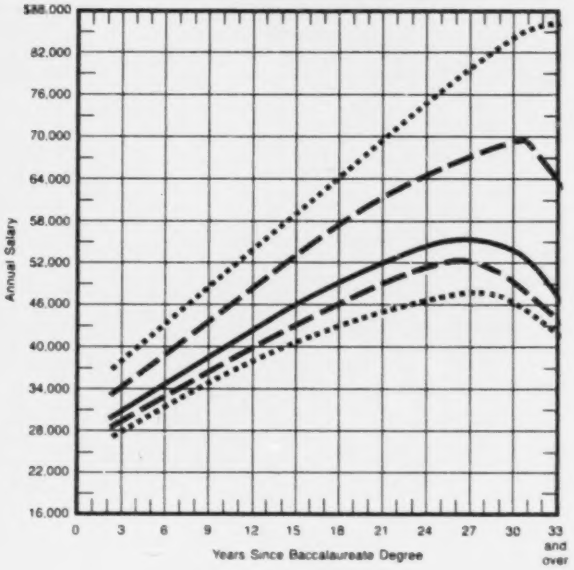
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31050	32550	34050	35600	37200	38800	40450	42150	43800
UPPER QUARTILE	29550	30800	32100	33400	34750	36100	37450	38800	40150
MEDIAN	27000	28550	30050	31550	32950	34250	35450	36550	37500
LOWER QUARTILE	25500	26900	28300	29550	30800	31900	32950	33850	34650
LOWER DECILE	23950	25100	26250	27300	28300	29200	30100	30850	31600
MEAN	27350	28650	30000	31350	32700	34000	35250	36500	37700
TOTAL NUMBER	40	50	80	49	53	53	34	41	38
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47200	52250	57100	61600	65600	69050	71850	74650	77050
UPPER QUARTILE	42800	46550	49850	52500	54500	55800	56500	56700	56200
MEDIAN	39100	40650	41400	41550	41450	41150	40900	40600	40400
LOWER QUARTILE	35950	37250	37900	38150	38150	38100	38000	37900	37850
LOWER DECILE	32800	34150	35000	35500	35750	35900	35950	36000	36000
MEAN	39900	42750	44950	46600	47700	48450	48900	49200	49400
TOTAL NUMBER	166	213	104	179	177	105	66	153	238
OVER $88000	0	1	1	1	3	3	11	6	13
UNDER $17000	0	0	0	0	0	0	0	0	0

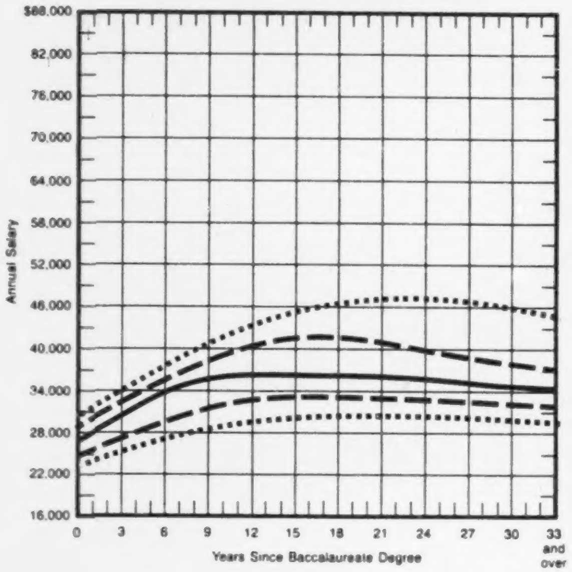
LEGEND

- ▮▮▮▮▮▮▮▮ **Upper Decile**
- — — — — **Upper Quartile**
- ━━━━ **Median**
- — — — — **Lower Quartile**
- ▮▮▮▮▮▮▮▮ **Lower Decile**

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	37650	38950	40350	41800	43250	44800	46400
UPPER QUARTILE	0	0	33250	34500	35750	37050	38450	39850	41300
MEDIAN	0	0	29850	31050	32250	33500	34800	36150	37500
LOWER QUARTILE	0	0	28750	29800	30900	32050	33200	34350	35550
LOWER DECILE	0	0	27950	28850	29750	30700	31650	32600	33600
MEAN	0	0	31550	32700	33900	35150	36400	37700	39050
TOTAL NUMBER	0	0	17	6	15	14	8	12	9
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49700	55050	60800	66700	72550	77950	82500	86500	85750
UPPER QUARTILE	44300	49050	53950	58700	63000	66400	68550	69000	63300
MEDIAN	40300	44550	48700	52350	55100	56600	56600	54400	46100
LOWER QUARTILE	38000	41700	45300	48450	50900	52300	52500	50950	44200
LOWER DECILE	35550	38500	41300	43750	45750	47000	47500	46750	42300
MEAN	41800	46100	50400	54500	57950	60500	61850	61400	55300
TOTAL NUMBER	67	161	67	142	52	70	40	39	188
OVER $88000	0	1	1	1	3	3	11	6	13
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	31750	33350	34900	36400	37850	39200	40500	41650
UPPER QUARTILE	28650	30300	31900	33450	34800	36100	37200	38200	39000
MEDIAN	26700	28500	30150	31600	32850	33950	34750	35400	35900
LOWER QUARTILE	25600	27050	28350	29500	30500	31350	32000	32550	32950
LOWER DECILE	23850	25000	26000	26900	27700	28350	28950	29400	29800
MEAN	26950	28450	29900	31200	32400	33450	34350	35150	35800
TOTAL NUMBER	40	50	63	43	38	38	26	29	28
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43700	45900	47100	47550	47450	47050	46550	45950	45350
UPPER QUARTILE	40200	41000	41000	40550	39900	39300	38750	38250	37900
MEDIAN	36400	36450	36100	35600	35200	34900	34700	34550	34500
LOWER QUARTILE	33500	33700	33550	33300	33100	32900	32800	32700	32650
LOWER DECILE	30350	30700	30750	30700	30600	30500	30400	30350	30350
MEAN	36700	37400	37550	37450	37250	37050	36900	36800	36750
TOTAL NUMBER	99	52	36	36	125	35	25	114	50
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪ **Upper Decile**
— — — **Upper Quartile**
━━━━ **Median**
— — — **Lower Quartile**
▪▪▪▪▪▪▪▪▪ **Lower Decile**

PAPER PRODUCTS, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30850	32300	33800	35300	36850	38400	40000	41550	43150
UPPER QUARTILE	29300	30600	31900	33250	34600	35950	37300	38600	39900
MEDIAN	26900	28500	30050	31500	32900	34200	35350	36450	37400
LOWER QUARTILE	25500	26900	28200	29500	30700	31800	32850	33750	34550
LOWER DECILE	23900	25050	26200	27250	28300	29250	30150	30950	31650
MEAN	27200	28550	29900	31250	32550	33850	35050	36250	37350
TOTAL NUMBER	40	48	74	45	52	43	29	30	26
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46300	50900	55200	59100	62500	65250	67400	69350	70700
UPPER QUARTILE	42400	45750	48500	50500	51800	52450	52600	52300	51400
MEDIAN	38900	40350	40950	41100	40950	40700	40450	40150	40000
LOWER QUARTILE	35900	37200	37850	38100	38150	38050	37900	37800	37700
LOWER DECILE	32900	34250	35050	35550	35800	35900	35950	36000	36000
MEAN	39450	42000	43950	45300	46150	46700	47000	47200	47300
TOTAL NUMBER	146	182	78	156	158	96	56	141	217
OVER $88000	0	0	1	0	2	2	10	4	7
UNDER $17000	0	0	0	0	0	0	0	0	0

PAPER PRODUCTS, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	36950	38200	39450	40800	42200	43600	45100
UPPER QUARTILE	0	0	32550	33800	35050	36400	37750	39150	40600
MEDIAN	0	0	29900	31100	32300	33500	34800	36100	37450
LOWER QUARTILE	0	0	28900	29950	31000	32100	33200	34350	35550
LOWER DECILE	0	0	27950	28800	29650	30550	31450	32350	33300
MEAN	0	0	31250	32400	33550	34750	36000	37250	38550
TOTAL NUMBER	0	0	13	6	15	11	7	7	5
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48150	52950	58000	63100	68000	72350	75850	78500	76750
UPPER QUARTILE	43600	48300	53050	57600	61550	64450	66000	65600	58800
MEDIAN	40200	44350	48400	51900	54550	56000	56000	53850	45750
LOWER QUARTILE	37900	41450	44900	47850	50150	51450	51650	50150	43750
LOWER DECILE	35150	37900	40550	42900	44800	46050	46600	46100	42250
MEAN	41250	45400	49450	53250	56450	58700	59750	59050	52850
TOTAL NUMBER	60	142	52	133	41	65	34	28	170
OVER $88000	0	0	1	0	2	2	10	4	7
UNDER $17000	0	0	0	0	0	0	0	0	0

PAPER PRODUCTS, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29950	31700	33350	34900	36400	37750	39000	40100	41050
UPPER QUARTILE	28100	30250	32200	33900	35300	36400	37250	37850	38250
MEDIAN	26600	28450	30100	31550	32800	33800	34600	35200	35600
LOWER QUARTILE	25600	27000	28300	29450	30400	31150	31800	32250	32650
LOWER DECILE	23850	24900	25900	26750	27500	28150	28750	29200	29550
MEAN	26850	28400	29850	31150	32250	33250	34100	34750	35300
TOTAL NUMBER	40	48	60	39	36	32	22	22	21
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42550	43950	44500	44600	44400	44150	43900	43650	43500
UPPER QUARTILE	38550	38200	37600	36950	36450	36100	35900	35750	35750
MEDIAN	36000	35950	35500	35050	34650	34400	34200	34100	34050
LOWER QUARTILE	33050	33200	33050	32850	32650	32500	32400	32350	32350
LOWER DECILE	30100	30500	30600	30600	30500	30450	30350	30300	30300
MEAN	36050	36500	36550	36450	36300	36150	36050	36000	35950
TOTAL NUMBER	85	40	25	23	116	30	21	113	46
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

PAPER PRODUCTS, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	33400	0	0	39300	0	43800	46200
UPPER QUARTILE	0	0	32400	0	0	37250	0	40650	42450
MEDIAN	0	0	32050	0	0	34800	0	36700	37700
LOWER QUARTILE	0	0	29200	0	0	31550	0	33150	34000
LOWER DECILE	0	0	28400	0	0	30100	0	31250	31800
MEAN	0	0	30650	0	0	34650	0	37400	38800
TOTAL NUMBER	0	1	6	3	1	9	4	11	10
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51350	59650	68250	76600	83750	88950	0	91750	86000
UPPER QUARTILE	46050	51500	56900	61900	66450	70300	0	76600	79450
MEDIAN	39750	42950	46350	49850	53400	57000	0	65000	71550
LOWER QUARTILE	35700	38400	41200	44000	46800	49450	0	54500	56950
LOWER DECILE	32950	34650	36350	37950	39500	40950	0	43850	45900
MEAN	41650	45900	50100	54000	57550	60650	0	65950	68550
TOTAL NUMBER	14	23	22	14	12	7	4	12	15
OVER $88000	0	0	0	0	0	0	0	2	5
UNDER $17000	0	0	0	0	0	0	0	0	0

PAPER PRODUCTS, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	3	0	0	3	0	4	4
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

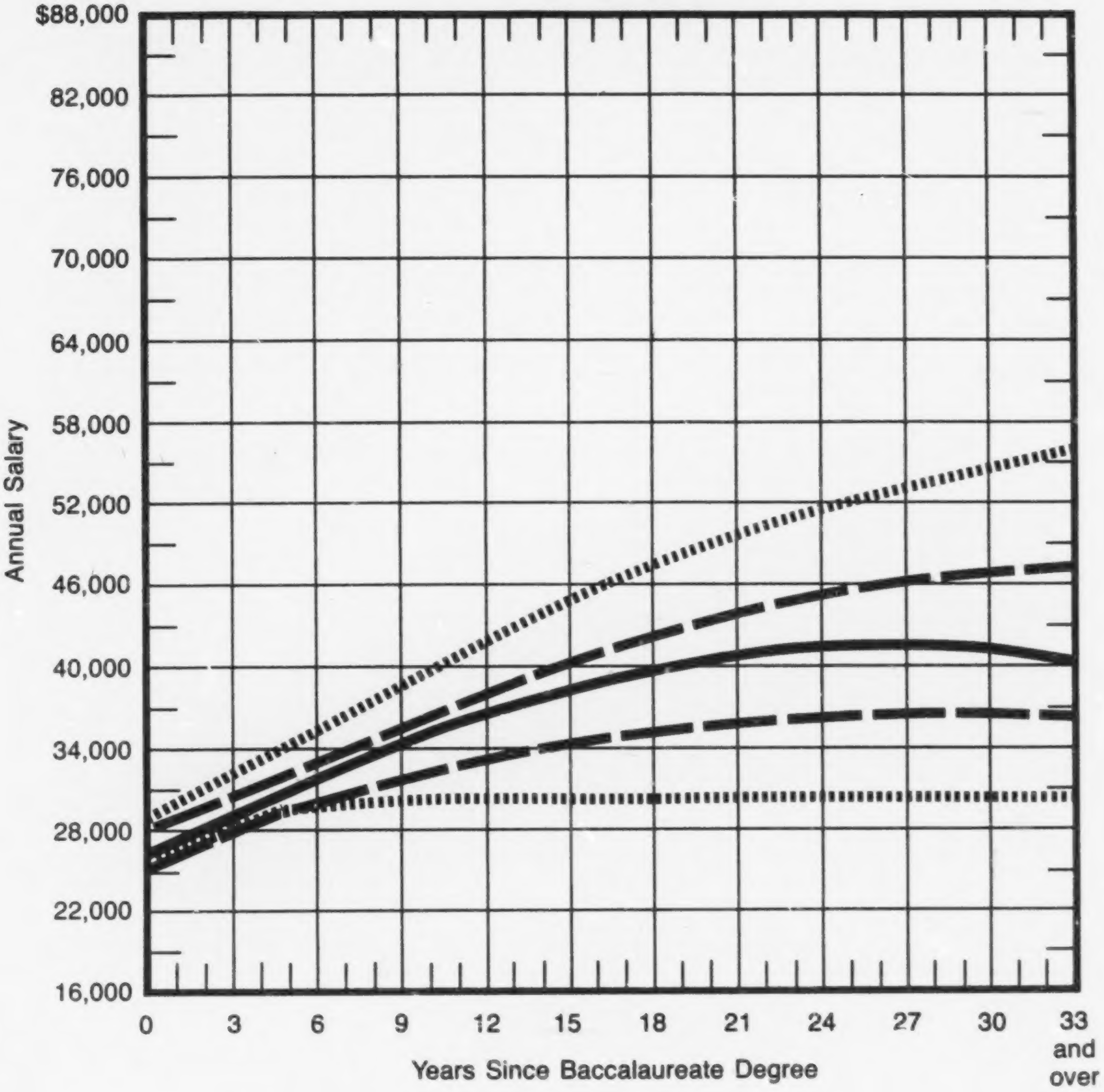
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	72000	82100	87700	89750	0	0	88300	87650
UPPER QUARTILE	0	57400	64500	69900	73550	0	0	77800	78150
MEDIAN	0	48250	53050	57600	61750	0	0	71100	73700
LOWER QUARTILE	0	43800	47150	50650	54200	0	0	65650	72050
LOWER DECILE	0	41950	44850	47400	49450	0	0	52500	51600
MEAN	0	52250	58000	62800	66550	0	0	72600	73550
TOTAL NUMBER	4	13	13	5	6	3	1	11	11
OVER $88000	0	0	0	0	0	0	0	2	5
UNDER $17000	0	0	0	0	0	0	0	0	0

PAPER PRODUCTS, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	40200	0	42450	43550
UPPER QUARTILE	0	0	0	0	0	37200	0	38000	38550
MEDIAN	0	0	0	0	0	33800	0	34700	35200
LOWER QUARTILE	0	0	0	0	0	31300	0	32300	32850
LOWER DECILE	0	0	0	0	0	26150	0	29250	30550
MEAN	0	0	0	0	0	34450	0	35500	36050
TOTAL NUMBER	0	1	2	3	1	5	4	6	6
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45750	48750	51300	53200	54200	0	0	0	0
UPPER QUARTILE	39900	42500	45600	49050	52550	0	0	0	0
MEDIAN	36300	38400	41050	44600	49300	0	0	0	0
LOWER QUARTILE	34000	35850	37900	40150	42550	0	0	0	0
LOWER DECILE	32700	34950	36250	37000	37450	0	0	0	0
MEAN	37400	39700	42300	45100	48000	0	0	0	0
TOTAL NUMBER	9	9	9	9	5	3	3	0	3
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

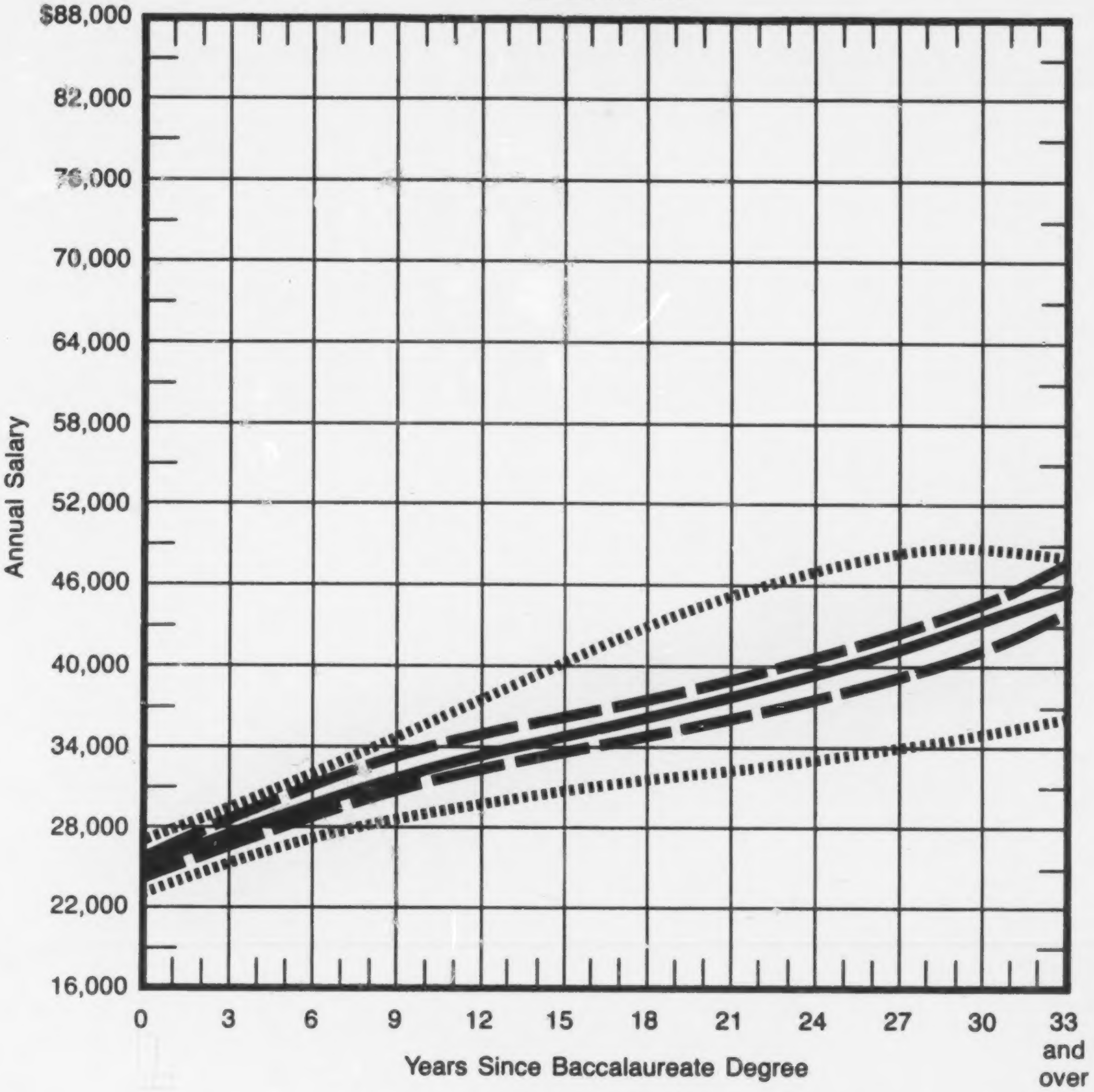
RUBBER & PLASTIC PRODUCTS
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28900	29950	0	32050	33150	0	35350	36450	37500
UPPER QUARTILE	28100	28950	0	30600	31450	0	33150	34000	34850
MEDIAN	26700	27550	0	29250	30100	0	31750	32550	33350
LOWER QUARTILE	26650	27200	0	28300	28900	0	29950	30500	31000
LOWER DECILE	25250	26850	0	28750	29300	0	29900	30050	30150
MEAN	27300	28150	0	29800	30600	0	32200	33000	33750
TOTAL NUMBER	7	5	0	6	5	0	6	10	5
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	39650	42700	45550	48050	50200	52000	53400	0	56000
UPPER QUARTILE	36500	38900	41050	42950	44550	45750	46550	0	47100
MEDIAN	34900	36950	38650	39950	40850	41300	41400	0	40150
LOWER QUARTILE	31950	33300	34450	35400	36150	36600	36850	0	36300
LOWER DECILE	30300	30350	30400	30400	30400	30400	30400	0	30400
MEAN	35200	37150	38800	40100	41100	41750	42200	0	42350
TOTAL NUMBER	11	22	8	11	5	5	9	3	6
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

SHIPBUILDING
ALL ENGINEERS

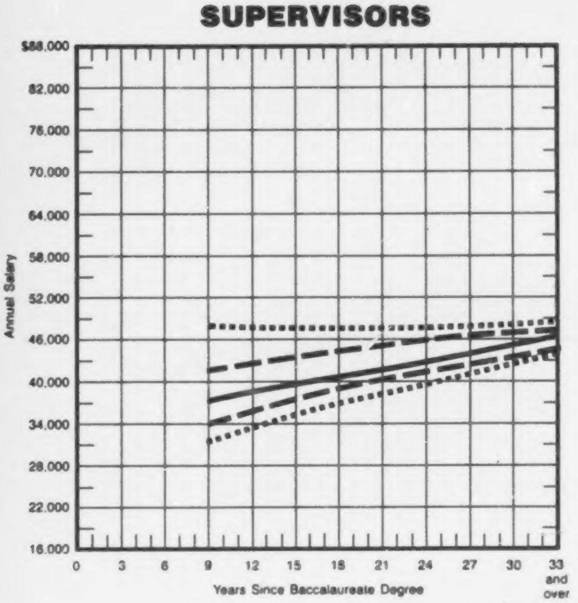


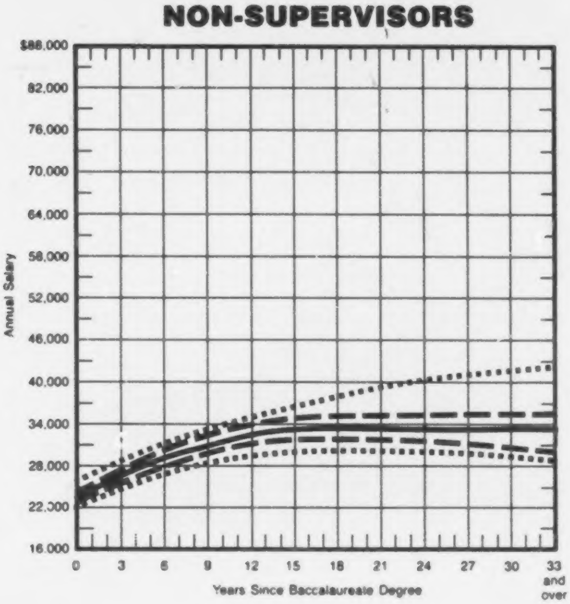
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27050	27900	28800	29700	30600	31500	32450	33350	34300
UPPER QUARTILE	26500	27150	27800	28450	29100	29750	30400	31050	31750
MEDIAN	25600	26150	26750	27400	28000	28600	29200	29850	30450
LOWER QUARTILE	24950	25500	26050	26550	27100	27650	28200	28800	29350
LOWER DECILE	23950	24500	25050	25600	26150	26700	27200	27700	28200
MEAN	25500	26150	26850	27550	28250	28950	29650	30350	31050
TOTAL NUMBER	48	49	47	53	39	23	10	12	12
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	36150	38900	41500	43850	45800	47350	48450	49150	48800
UPPER QUARTILE	33100	35100	37050	39000	40850	42550	44100	45900	48000
MEDIAN	31700	33600	35450	37250	38950	40600	42050	43800	45950
LOWER QUARTILE	30450	32150	33850	35500	37150	38650	40100	41800	44100
LOWER DECILE	29200	30550	31800	32900	33800	34600	35250	35950	36550
MEAN	32400	34400	36350	38150	39800	41250	42500	43900	45350
TOTAL NUMBER	183	169	179	41	35	180	28	42	186
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮	**Upper Decile**
— — — —	**Upper Quartile**
▬▬▬▬	**Median**
— — — —	**Lower Quartile**
▮▮▮▮▮▮▮▮	**Lower Decile**


SUPERVISORS


NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	2	3	2	1	1	3	3
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48300	48100	48000	48000	48050	48150	48300	48450	48750
UPPER QUARTILE	41950	43000	44000	44900	45700	46400	46950	47500	47800
MEDIAN	37600	39150	40650	42000	43300	44400	45300	46200	46700
LOWER QUARTILE	34350	36450	38400	40050	41550	42750	43700	44650	45550
LOWER DECILE	32250	34400	36450	38300	39950	41350	42500	43650	44750
MEAN	38750	40200	41600	42900	44050	45100	45950	46800	47350
TOTAL NUMBER	14	11	20	16	16	157	13	21	153
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26750	27700	28600	29500	30350	31200	32000	32800	33550
UPPER QUARTILE	24900	26350	27650	28850	29950	30900	31750	32450	33100
MEDIAN	23950	25400	26750	28000	29050	30000	30800	31500	32050
LOWER QUARTILE	23250	24650	26000	27200	28300	29250	30000	30650	31150
LOWER DECILE	23150	24200	25150	26050	26850	27600	28200	28750	29200
MEAN	24300	25650	26850	28000	29000	29900	30650	31350	31900
TOTAL NUMBER	48	48	45	50	37	22	9	9	9
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	34950	36800	38300	39500	40450	41150	41650	42050	42350
UPPER QUARTILE	34050	35050	35600	35900	36100	36200	36250	36250	36250
MEDIAN	32850	33500	33750	33850	33850	33800	33800	33800	33800
LOWER QUARTILE	31850	32150	32050	31700	31350	31100	30900	30750	30650
LOWER DECILE	29850	30300	30250	30000	29600	29200	28900	28550	28350
MEAN	32800	33600	34050	34300	34400	34450	34450	34500	34500
TOTAL NUMBER	169	158	159	25	19	23	15	20	33
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

········· Upper Decile
— — — Upper Quartile
▬▬▬ Median
— — — Lower Quartile
········· Lower Decile

SHIPBUILDING, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26950	27700	28450	29200	30000	30850	31650	32500	33350
UPPER QUARTILE	26350	26850	27350	27850	28350	28850	29350	29900	30450
MEDIAN	25550	25950	26400	26800	27200	27650	28100	28500	28950
LOWER QUARTILE	25000	25350	25650	26000	26350	26700	27050	27400	27800
LOWER DECILE	24500	24800	25100	25400	25750	26050	26350	26700	27000
MEAN	25600	26050	26550	27050	27550	28050	28600	29100	29650
TOTAL NUMBER	48	46	43	49	37	18	9	10	11
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	35100	37750	40400	42900	45250	47200	48750	49850	49000
UPPER QUARTILE	31550	33250	35000	36800	38650	40450	42250	44600	48150
MEDIAN	29900	31350	32850	34400	36000	37700	39450	41800	46000
LOWER QUARTILE	28550	29750	31050	32400	33900	35450	37150	39550	44450
LOWER DECILE	27650	28650	29650	30650	31650	32650	33650	34900	36900
MEAN	30700	32300	33950	35650	37250	38900	40450	42450	45300
TOTAL NUMBER	37	159	167	25	23	34	18	34	176
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

SHIPBUILDING, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	2	3	2	1	1	2	3
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41600	46250	50800	54850	57950	59650	59700	57200	48000
UPPER QUARTILE	39000	42000	44850	47400	49500	50950	51650	51350	47550
MEDIAN	37000	39050	41000	42800	44400	45700	46650	47300	46600
LOWER QUARTILE	35250	36200	37150	38150	39200	40250	41350	42850	45650
LOWER DECILE	33950	34350	34900	35550	36350	37300	38500	40400	45050
MEAN	37300	39550	41700	43700	45400	46750	47700	48200	46950
TOTAL NUMBER	9	8	15	9	10	18	8	17	148
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

SHIPBUILDING, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27600	28000	28400	28850	29250	29650	30100	30500	30950
UPPER QUARTILE	26200	26700	27250	27750	28250	28750	29200	29700	30150
MEDIAN	24950	25550	26200	26800	27350	27900	28450	28950	29400
LOWER QUARTILE	24000	24750	25500	26150	26800	27350	27900	28350	28750
LOWER DECILE	23500	24250	24900	25550	26150	26700	27200	27650	28050
MEAN	25200	25800	26400	27000	27550	28100	28600	29100	29600
TOTAL NUMBER	48	46	41	46	35	17	8	7	8
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	31800	33150	34550	36000	37450	38900	40350	42300	45550
UPPER QUARTILE	31100	32400	33550	34650	35600	36400	37100	37850	38600
MEDIAN	30300	31400	32300	33000	33550	33950	34200	34450	34650
LOWER QUARTILE	29450	30200	30650	30950	31050	31100	31150	31150	31150
LOWER DECILE	28700	29350	29600	29650	29500	29300	29050	28750	28450
MEAN	30450	31600	32550	33300	33850	34300	34650	34900	35100
TOTAL NUMBER	27	150	152	15	13	15	10	17	28
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

SHIPBUILDING, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	35750	0	0	0
UPPER QUARTILE	0	0	0	0	0	32400	0	0	0
MEDIAN	0	0	0	0	0	31300	0	0	0
LOWER QUARTILE	0	0	0	0	0	30750	0	0	0
LOWER DECILE	0	0	0	0	0	30600	0	0	0
MEAN	0	0	0	0	0	31250	0	0	0
TOTAL NUMBER	0	2	4	4	2	5	0	2	1
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	38350	40050	41800	43700	45750	47900	50150	53400	59750
UPPER QUARTILE	38100	40700	42650	44050	45050	45700	46100	46450	46600
MEDIAN	36850	39250	40950	42150	42950	43450	43750	43950	44050
LOWER QUARTILE	35400	37800	39800	41150	41900	41950	41450	40100	37000
LOWER DECILE	34450	36550	38300	39600	40350	40400	39800	38100	33400
MEAN	36900	39400	41200	42450	43350	43900	44250	44500	44600
TOTAL NUMBER	144	10	12	15	11	142	9	7	8
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

SHIPBUILDING, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	1	0
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

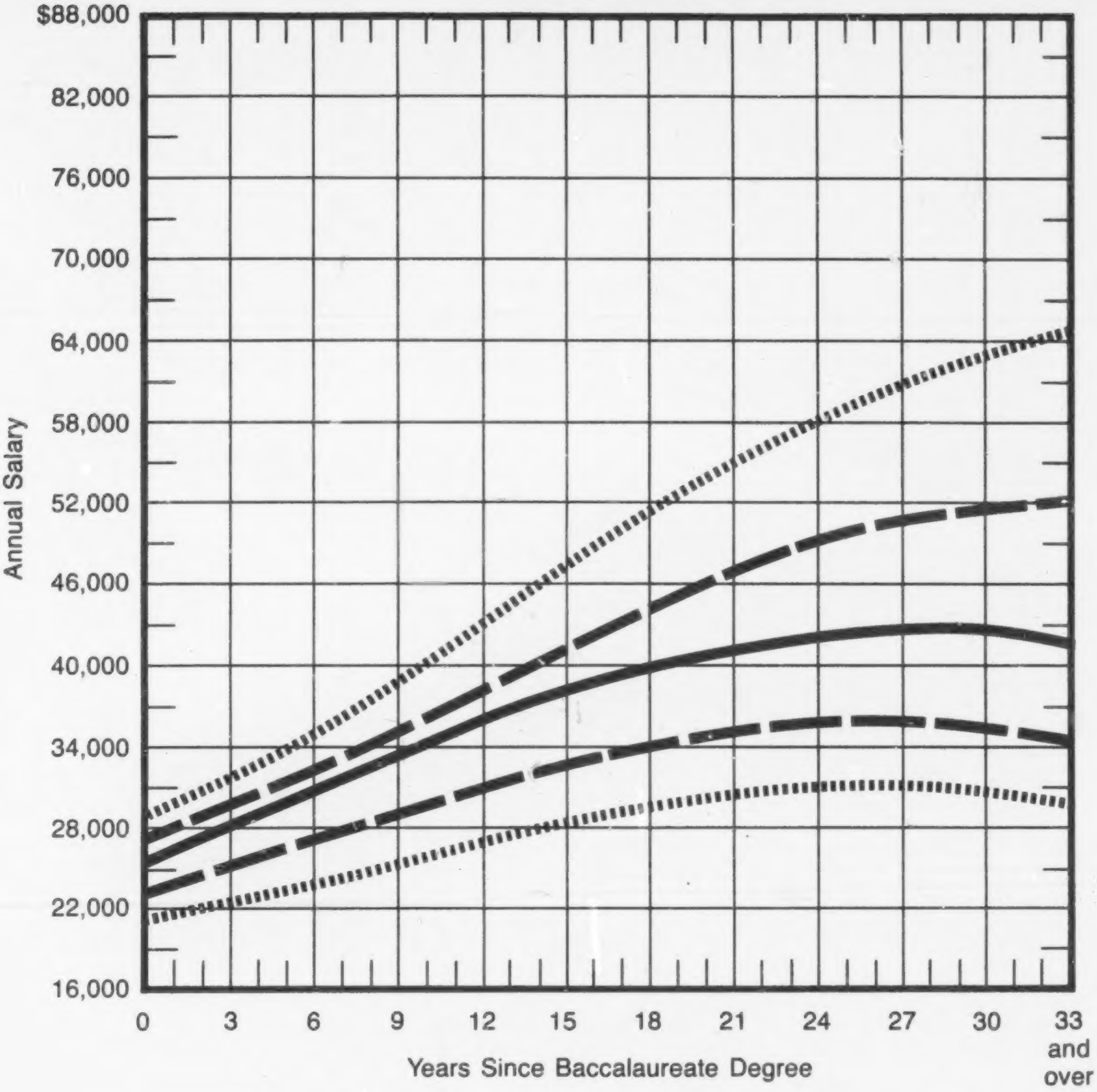
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	0	0	45750	45300	46200	48600	0	0
UPPER QUARTILE	0	0	0	43050	43800	45250	47600	0	0
MEDIAN	0	0	0	40900	42350	44050	46000	0	0
LOWER QUARTILE	0	0	0	40550	42000	43100	43900	0	0
LOWER DECILE	0	0	0	39050	41150	42450	42750	0	0
MEAN	0	0	0	42000	43050	44400	46150	0	0
TOTAL NUMBER	4	3	4	6	6	137	5	4	4
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

SHIPBUILDING, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	33050	0	0	0
UPPER QUARTILE	0	0	0	0	0	32650	0	0	0
MEDIAN	0	0	0	0	0	32100	0	0	0
LOWER QUARTILE	0	0	0	0	0	31650	0	0	0
LOWER DECILE	0	0	0	0	0	30900	0	0	0
MEAN	0	0	0	0	0	32050	0	0	0
TOTAL NUMBER	0	2	4	4	2	5	0	1	1
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

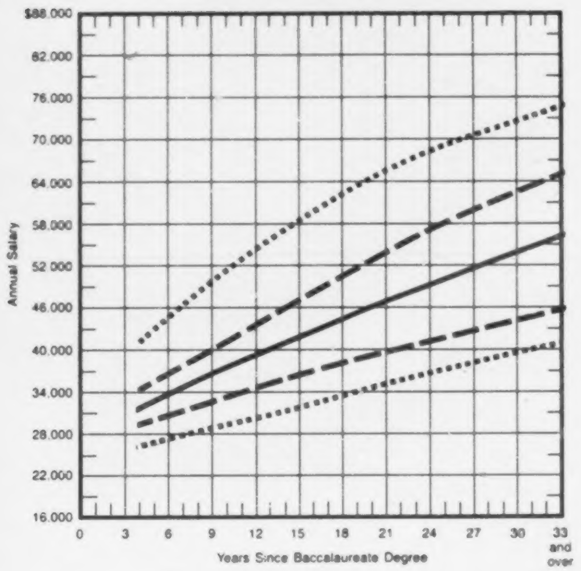
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	38650	41200	43150	44500	45500	46100	0	0	0
UPPER QUARTILE	37950	39800	41000	41700	42100	42350	0	0	0
MEDIAN	37000	37950	38250	38300	38250	38200	0	0	0
LOWER QUARTILE	36150	35950	35100	34300	33650	33300	0	0	0
LOWER DECILE	35700	34750	32800	30800	29200	28000	0	0	0
MEAN	36900	37850	38100	38050	37950	37900	0	0	0
TOTAL NUMBER	140	7	7	9	5	5	4	3	4
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MISCELLANEOUS MANUFACTURING
ALL ENGINEERS

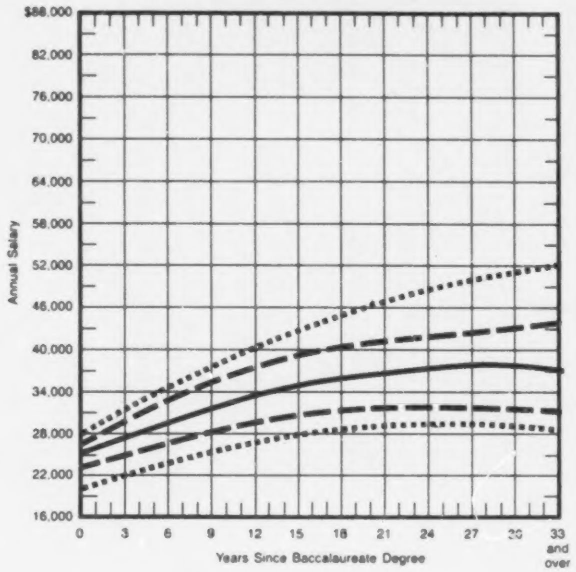


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28700	30000	31300	32600	33950	35350	36700	38100	39500
UPPER QUARTILE	27700	28750	29800	30850	31900	32950	34000	35050	36100
MEDIAN	26100	26900	27700	28500	29300	30100	30900	31700	32500
LOWER QUARTILE	24100	24650	25250	25800	26350	26950	27500	28050	28650
LOWER DECILE	21300	21850	22400	22950	23500	24100	24650	25200	25750
MEAN	26000	26800	27650	28500	29350	30200	31050	31900	32800
TOTAL NUMBER	20	26	44	46	56	35	46	41	27
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42250	46300	50050	53500	56500	59000	61050	63050	64700
UPPER QUARTILE	38100	40950	43600	45900	47850	49450	50700	51800	52650
MEDIAN	34000	36200	38100	39750	41000	41850	42350	42500	41950
LOWER QUARTILE	29750	31400	32900	34200	35250	36000	36400	36350	34700
LOWER DECILE	26850	28350	29700	30800	31600	32050	32150	31750	29950
MEAN	34500	37000	39350	41400	43100	44400	45200	45650	45050
TOTAL NUMBER	103	102	85	124	74	90	41	88	90
OVER $88000	0	0	0	1	0	0	2	1	1
UNDER $17000	0	0	0	0	0	0	0	0	0



SUPERVISORS



NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	41250	0	44650	46350	0
UPPER QUARTILE	0	0	0	0	34850	0	37150	38300	0
MEDIAN	0	0	0	0	32750	0	34350	35150	0
LOWER QUARTILE	0	0	0	0	30350	0	31600	32200	0
LOWER DECILE	0	0	0	0	27000	0	28100	28700	0
MEAN	0	0	0	0	33900	0	35600	36500	0
TOTAL NUMBER	1	0	4	3	7	3	9	5	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51550	56550	61200	65250	68600	71200	73050	74550	75450
UPPER QUARTILE	41850	45400	48900	52200	55250	58000	60400	62950	65550
MEDIAN	37600	40150	42750	45300	47750	50050	52100	54250	55950
LOWER QUARTILE	34100	36000	37850	39600	41250	42700	43950	45150	45750
LOWER DECILE	30450	32200	33900	35600	37200	38650	39900	41150	42050
MEAN	39150	41950	44700	47450	50000	52350	54350	56250	57000
TOTAL NUMBER	29	38	28	47	36	28	14	32	30
OVER $88000	0	0	0	0	0	0	1	1	1
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28300	29550	30800	32000	33200	34400	35600	36750	37850
UPPER QUARTILE	27350	28350	29350	30350	31300	32250	33150	34050	34900
MEDIAN	26400	27000	27600	28250	28850	29450	30050	30650	31200
LOWER QUARTILE	24200	24700	25200	25650	26150	26650	27100	27600	28050
LOWER DECILE	21350	21850	22300	22800	23250	23750	24200	24700	25150
MEAN	25850	26550	27250	27950	28650	29350	30050	30750	31450
TOTAL NUMBER	19	25	40	42	48	31	37	36	25
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40000	42900	45350	47400	49000	50250	51150	51900	52400
UPPER QUARTILE	36500	38500	40150	41350	42250	42800	43200	43450	43550
MEDIAN	32350	33950	35350	36550	37500	38150	38500	38500	37650
LOWER QUARTILE	28950	30250	31400	32300	33050	33450	33600	33350	31700
LOWER DECILE	26100	27350	28500	29500	30200	30650	30750	30450	28700
MEAN	32800	34650	36300	37700	38750	39450	39800	39850	38950
TOTAL NUMBER	74	64	57	77	37	61	27	55	60
OVER $88000	0	0	0	1	0	0	1	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

┅┅┅ Upper Decile
— — — Upper Quartile
━━━ Median
— — — Lower Quartile
┅┅┅ Lower Decile

MISCELLANEOUS MANUFACTURING, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29000	30100	31200	32300	33450	34600	35750	36950	38150
UPPER QUARTILE	28050	28900	29750	30600	31450	32350	33200	34100	34950
MEDIAN	26350	27000	27650	28350	29000	29650	30300	30950	31600
LOWER QUARTILE	24100	24600	25100	25650	26150	26700	27200	27700	28250
LOWER DECILE	21300	21800	22350	22850	23400	23950	24500	25000	25550
MEAN	26200	26850	27550	28200	28900	29600	30300	31000	31750
TOTAL NUMBER	20	24	43	45	54	32	38	34	21
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40550	44200	47800	51300	54500	57450	60050	62800	65650
UPPER QUARTILE	36700	39300	41800	44150	46300	48200	49850	51600	53200
MEDIAN	32850	34700	36350	37850	39100	40100	40900	41600	42000
LOWER QUARTILE	29250	30650	31950	33050	33900	34450	34700	34500	32850
LOWER DECILE	26550	28000	29250	30250	31000	31450	31550	31200	29550
MEAN	33200	35400	37600	39650	41500	43100	44350	45250	44800
TOTAL NUMBER	83	81	63	100	52	71	34	80	78
OVER $88000	0	0	0	0	0	0	1	1	1
UNDER $17000	0	0	0	0	0	0	0	0	0

MISCELLANEOUS MANUFACTURING, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	40800	0	43000	0	0
UPPER QUARTILE	0	0	0	0	35000	0	36900	0	0
MEDIAN	0	0	0	0	32900	0	34250	0	0
LOWER QUARTILE	0	0	0	0	30250	0	31350	0	0
LOWER DECILE	0	0	0	0	27200	0	28100	0	0
MEAN	0	0	0	0	33750	0	35200	0	0
TOTAL NUMBER	1	0	4	3	7	2	7	3	1
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47750	51500	55350	59250	63050	66650	69800	73100	75400
UPPER QUARTILE	40850	43950	47050	50150	53200	56150	58900	62150	66350
MEDIAN	37200	39500	41850	44250	46650	49000	51250	53950	57550
LOWER QUARTILE	33550	35200	36850	38500	40050	41500	42800	44300	45900
LOWER DECILE	30000	31400	32850	34300	35700	37050	38350	39900	42000
MEAN	38300	40700	43150	45600	48050	50350	52550	55050	57900
TOTAL NUMBER	20	30	16	34	22	25	10	28	27
OVER $88000	0	0	0	0	0	0	0	1	1
UNDER $17000	0	0	0	0	0	0	0	0	0

MISCELLANEOUS MANUFACTURING, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28700	29700	30700	31700	32700	33650	34650	35650	36600
UPPER QUARTILE	27600	28450	29300	30100	30950	31750	32500	33250	33950
MEDIAN	26550	27050	27550	28050	28550	29050	29550	30050	30550
LOWER QUARTILE	24050	24500	24950	25400	25850	26300	26750	27200	27600
LOWER DECILE	21300	21750	22250	22700	23150	23600	24050	24500	24950
MEAN	25950	26500	27100	27700	28300	28900	29500	30100	30650
TOTAL NUMBER	19	24	39	42	46	29	30	30	20
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	38450	41100	43550	45650	47450	48950	50150	51300	52250
UPPER QUARTILE	35350	37150	38750	40000	41050	41850	42450	43000	43400
MEDIAN	31550	32950	34250	35450	36400	37200	37700	37950	37200
LOWER QUARTILE	28450	29650	30700	31600	32250	32700	32850	32700	31350
LOWER DECILE	25800	27050	28150	29050	29700	30150	30250	30000	28350
MEAN	31850	33500	35050	36450	37600	38500	39050	39350	38600
TOTAL NUMBER	63	51	47	65	29	45	24	51	51
OVER $88000	0	0	0	0	0	0	1	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MISCELLANEOUS MANUFACTURING, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	37100	39600	42200
UPPER QUARTILE	0	0	0	0	0	0	35300	37150	38850
MEDIAN	0	0	0	0	0	0	33100	34000	34850
LOWER QUARTILE	0	0	0	0	0	0	30800	31550	32300
LOWER DECILE	0	0	0	0	0	0	27650	28250	28850
MEAN	0	0	0	0	0	0	32800	34300	35800
TOTAL NUMBER	0	1	1	0	1	1	5	6	5
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47200	53950	59000	61950	63000	62750	61850	60350	58700
UPPER QUARTILE	41750	44850	46800	47950	48600	49000	49150	49300	49300
MEDIAN	36600	39100	41350	43150	44500	45200	45300	44500	41200
LOWER QUARTILE	33800	35950	37950	39600	40850	41600	41800	41150	37900
LOWER DECILE	30100	31950	33700	35350	36750	37850	38650	39100	38150
MEAN	38550	42100	44750	46500	47400	47650	47550	47150	46500
TOTAL NUMBER	14	15	14	19	15	15	6	8	11
OVER $88000	0	0	0	1	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MISCELLANEOUS MANUFACTURING, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	1	0
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

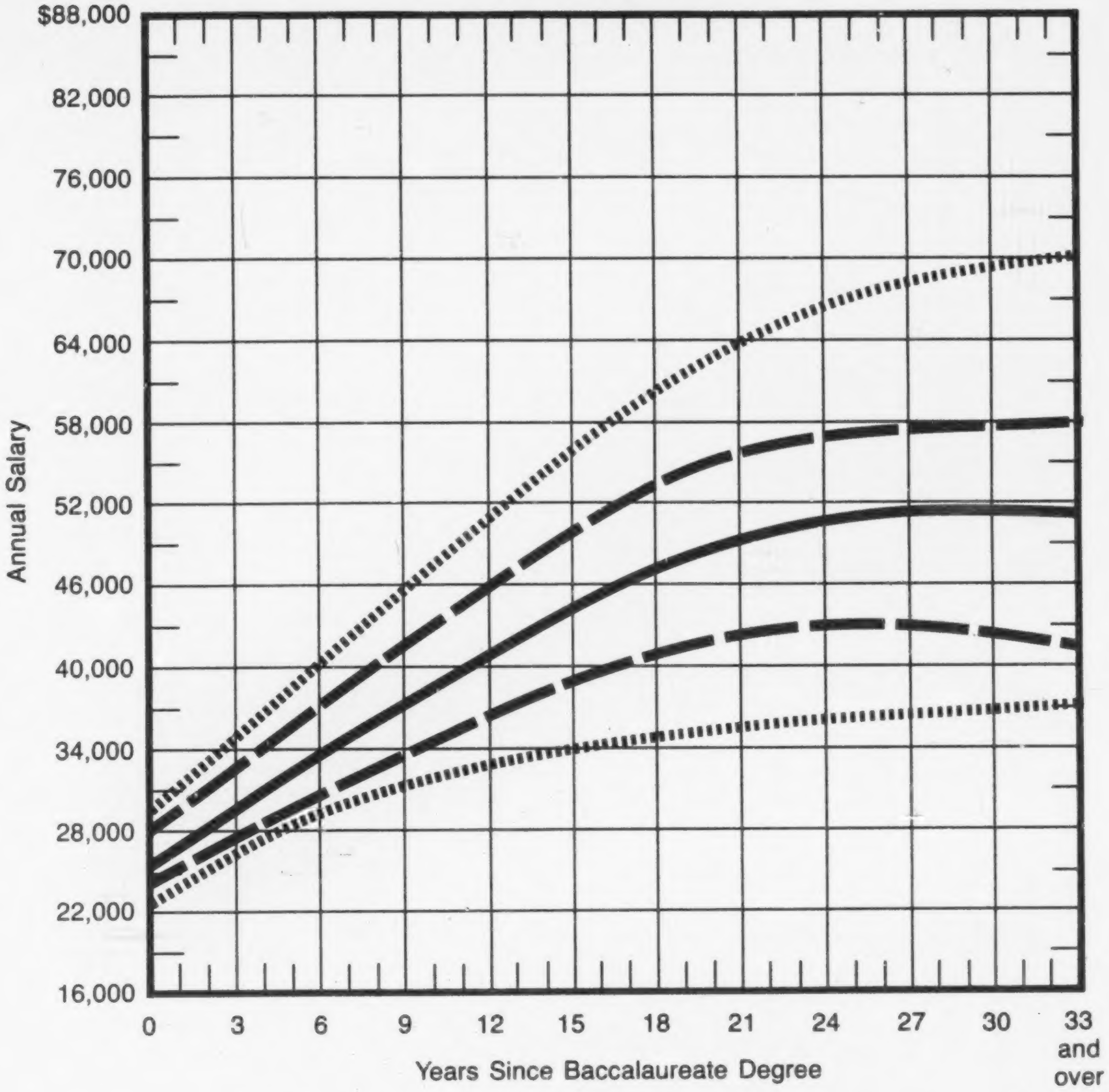
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54250	72950	75500	72850	70450	0	0	0	0
UPPER QUARTILE	44150	46350	49050	52150	55650	0	0	0	0
MEDIAN	36800	40650	44400	47850	50600	0	0	0	0
LOWER QUARTILE	30350	36000	40600	44000	46350	0	0	0	0
LOWER DECILE	28800	34300	38800	42150	44500	0	0	0	0
MEAN	38450	46100	50450	52600	53600	0	0	0	0
TOTAL NUMBER	6	6	9	11	9	1	3	4	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MISCELLANEOUS MANUFACTURING, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	1	0	1	1	4	4	4
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43750	48900	0	54400	55250	55450	0	0	54600
UPPER QUARTILE	41500	41800	0	41850	41850	41850	0	0	41850
MEDIAN	35600	37300	0	39750	40500	40800	0	0	38450
LOWER QUARTILE	32550	33800	0	36000	36850	37500	0	0	37700
LOWER DECILE	30400	31350	0	33100	33900	34650	0	0	37050
MEAN	36100	38100	0	40900	41700	42200	0	0	41850
TOTAL NUMBER	8	8	4	8	5	13	2	3	8
OVER $88000	0	0	0	1	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

ALL NON-MANUFACTURING
ALL ENGINEERS



LEGEND

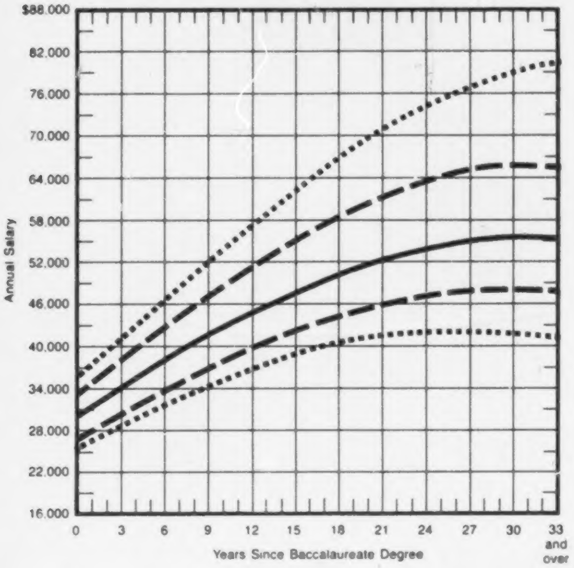
┅┅┅┅┅┅ Upper Decile
— — — — — Upper Quartile
━━━━━━ Median
— — — — — Lower Quartile
┅┅┅┅┅┅ Lower Decile

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29850	31750	33650	35600	37550	39550	41500	43500	45400
UPPER QUARTILE	28250	29800	31350	33000	34600	36250	37850	39450	41050
MEDIAN	26550	27900	29250	30600	31950	33300	34650	35950	37200
LOWER QUARTILE	25150	26250	27400	28500	29600	30650	31700	32750	33750
LOWER DECILE	23350	24350	25350	26350	27300	28200	29100	29950	30750
MEAN	26700	28050	29400	30800	32200	33600	35000	36350	37700
TOTAL NUMBER	922	1389	1673	1595	1474	1425	1413	1289	1432
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	7	15	1	0	1	0	1	0	0

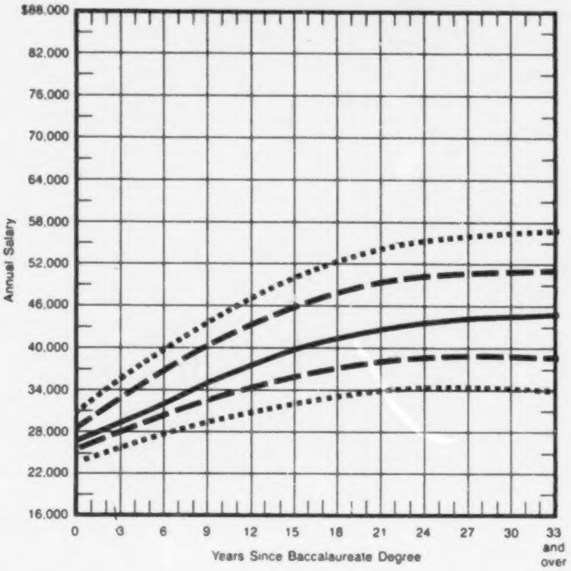
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49200	54400	58900	62600	65450	67500	68950	70000	70550
UPPER QUARTILE	44100	48150	51550	54100	55950	57100	57800	58250	58450
MEDIAN	39600	42750	45250	47050	48250	48950	49250	49400	49300
LOWER QUARTILE	35600	38000	39850	41200	42050	42500	42700	42700	42500
LOWER DECILE	32200	34000	35350	36250	36800	37150	37300	37350	37350
MEAN	40250	43700	46500	48600	50050	51000	51550	51850	51900
TOTAL NUMBER	4656	4200	2945	2498	2070	2092	1437	1679	2958
OVER $88000	0	2	6	28	12	65	34	41	116
UNDER $17000	0	0	0	1	0	0	0	1	0

ALL NON-MANUFACTURING

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36100	37650	39200	40800	42450	44150	45850	47650	49450
UPPER QUARTILE	33550	34850	36200	37550	38950	40400	41850	43300	44800
MEDIAN	30150	31350	32600	33850	35150	36450	37750	39050	40350
LOWER QUARTILE	27500	28700	29900	31100	32300	33550	34700	35900	37350
LOWER DECILE	25750	26850	27950	29050	30150	31250	32300	33300	34300
MEAN	31000	32200	33450	34700	36000	37300	38600	39950	41250
TOTAL NUMBER	19	18	54	75	79	170	156	255	471
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53150	58750	64200	69250	73600	76950	79300	80700	79950
UPPER QUARTILE	47800	52200	56350	60050	63000	65200	66500	67050	65850
MEDIAN	42900	46500	49700	52300	54250	55550	56250	56400	55650
LOWER QUARTILE	39250	42150	44500	46250	47350	48000	48250	48150	47750
LOWER DECILE	36150	38550	40350	41650	42450	42800	42900	42800	42400
MEAN	43900	47650	51100	54000	56300	57850	58750	59000	58100
TOTAL NUMBER	1382	1756	1217	1242	951	918	620	811	1551
OVER $88000	0	2	6	27	12	65	34	40	113
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29650	31550	33450	35350	37150	38900	40600	42200	43700
UPPER QUARTILE	28150	29750	31300	32850	34350	35750	37150	38500	39750
MEDIAN	26600	27900	29200	30450	31700	32900	34100	35200	36250
LOWER QUARTILE	25300	26350	27350	28350	29350	30300	31250	32100	32950
LOWER DECILE	23500	24450	25350	26200	27050	27900	28700	29400	30100
MEAN	26600	27950	29300	30600	31900	33150	34400	35550	36650
TOTAL NUMBER	903	1371	1619	1519	1395	1255	1257	1033	960
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	7	15	1	0	1	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46450	49750	52250	54000	55150	55850	56250	56450	56550
UPPER QUARTILE	42050	44900	47050	48600	49650	50300	50650	50900	51000
MEDIAN	38100	40400	42100	43250	43950	44400	44650	44800	44850
LOWER QUARTILE	34450	36300	37650	38550	39050	39300	39400	39400	39300
LOWER DECILE	31350	32850	33850	34450	34750	34800	34700	34550	34300
MEAN	38600	41000	42750	43900	44650	45050	45300	45450	45500
TOTAL NUMBER	3274	2443	1728	1256	1119	1174	816	868	1406
OVER $88000	0	0	0	1	0	0	0	1	3
UNDER $17000	0	0	0	1	0	0	0	1	0

LEGEND

········· Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
········· Lower Decile

ALL NON-MANUFACTURING, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29650	31450	33300	35200	37100	39050	40950	42850	44700
UPPER QUARTILE	28000	29650	31250	32900	34550	36150	37700	39250	40750
MEDIAN	26400	27800	29200	30550	31900	33250	34500	35750	36900
LOWER QUARTILE	25100	26250	27350	28450	29550	30600	31600	32550	33450
LOWER DECILE	23250	24300	25300	26300	27250	28150	29000	29750	30500
MEAN	26400	27850	29250	30650	32100	33450	34800	36100	37400
TOTAL NUMBER	887	1308	1498	1349	1185	1060	1058	890	968
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	7	15	1	0	1	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48350	53350	57650	61150	63950	66000	67450	68600	69300
UPPER QUARTILE	43550	47250	50300	52650	54400	55650	56500	57150	57500
MEDIAN	39050	41800	43950	45500	46650	47400	47950	48350	48550
LOWER QUARTILE	35150	37250	38800	39950	40700	41200	41500	41700	41850
LOWER DECILE	31800	33350	34500	35300	35850	36250	36450	36650	36700
MEAN	39750	42800	45300	47200	48600	49600	50300	50850	51150
TOTAL NUMBER	3097	2705	1665	1416	1199	1344	895	1252	2280
OVER $88000	0	1	4	21	7	24	15	30	97
UNDER $17000	0	0	0	1	0	0	0	1	0

ALL NON-MANUFACTURING, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	36500	38100	39800	41450	43200	44900	46700	48450
UPPER QUARTILE	0	33200	34800	36350	37950	39550	41150	42700	44250
MEDIAN	0	29850	31400	32900	34450	35950	37400	38800	40150
LOWER QUARTILE	0	26500	28150	29800	31350	32850	34300	35650	36900
LOWER DECILE	0	23600	25300	27000	28550	30100	31500	32800	33950
MEAN	0	30550	32050	33600	35100	36600	38050	39500	40900
TOTAL NUMBER	3	16	48	54	70	133	133	188	375
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51950	57150	62000	66400	70150	73250	75700	78050	80050
UPPER QUARTILE	47250	51450	55100	58250	60750	62700	64100	65250	65900
MEDIAN	42700	46000	48700	50750	52250	53350	54050	54650	54900
LOWER QUARTILE	39150	41800	43700	45050	45900	46450	46750	46950	47050
LOWER DECILE	36000	38250	39750	40700	41300	41650	41800	41900	41950
MEAN	43550	47100	50100	52500	54350	55700	56650	57450	57950
TOTAL NUMBER	962	1131	682	728	575	598	390	626	1236
OVER $88000	0	1	4	21	7	24	15	30	95
UNDER $17000	0	0	0	0	0	0	0	0	0

ALL NON-MANUFACTURING, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29450	31300	33150	34900	36650	38350	39950	41450	42900
UPPER QUARTILE	28100	29650	31150	32650	34100	35450	36800	38000	39200
MEDIAN	26450	27850	29150	30450	31650	32800	33900	34900	35850
LOWER QUARTILE	25200	26300	27350	28350	29300	30250	31100	31900	32650
LOWER DECILE	23450	24400	25300	26150	27000	27800	28550	29250	29900
MEAN	26400	27800	29200	30500	31800	33000	34100	35150	36150
TOTAL NUMBER	884	1292	1449	1295	1115	927	924	702	593
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	7	15	1	0	1	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45450	48550	50800	52450	53500	54250	54650	54950	55050
UPPER QUARTILE	41250	43750	45650	46950	47900	48450	48850	49100	49200
MEDIAN	37500	39450	40900	41900	42550	42950	43200	43400	43450
LOWER QUARTILE	33950	35500	36550	37250	37700	37950	38100	38200	38250
LOWER DECILE	31000	32250	33100	33550	33750	33800	33750	33650	33550
MEAN	37900	39950	41500	42500	43200	43650	43950	44100	44150
TOTAL NUMBER	2135	1574	982	688	624	746	505	626	1044
OVER $88000	0	0	0	0	0	0	0	0	1
UNDER $17000	0	0	0	1	0	0	0	1	0

ALL NON-MANUFACTURING, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32900	34350	35800	37350	38950	40600	42250	43950	45700
UPPER QUARTILE	30850	32100	33400	34700	36000	37350	38750	40100	41500
MEDIAN	28150	29300	30500	31700	32900	34100	35300	36500	37700
LOWER QUARTILE	25700	26750	27850	28900	29950	31000	32050	33100	34100
LOWER DECILE	24400	25200	26050	26900	27750	28600	29450	30300	31100
MEAN	28500	29650	30800	32000	33200	34450	35650	36900	38150
TOTAL NUMBER	33	79	163	236	286	331	308	372	403
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49250	54550	59650	64200	67900	70500	71950	72250	69950
UPPER QUARTILE	44250	48200	51800	54850	57200	58800	59650	59800	58600
MEDIAN	40050	43350	46150	48400	49950	50900	51250	51050	49950
LOWER QUARTILE	36050	38700	40850	42450	43600	44200	44500	44450	43950
LOWER DECILE	32700	34850	36700	38150	39150	39700	39900	39700	38750
MEAN	40600	44150	47250	49900	51850	53100	53650	53600	52350
TOTAL NUMBER	1255	1114	919	715	547	472	398	341	531
OVER $88000	0	1	2	5	5	21	15	4	17
UNDER $17000	0	0	0	0	0	0	0	0	0

ALL NON-MANUFACTURING, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	35950	0	39000	40600	42300	44000	45800	47650	49550
UPPER QUARTILE	34050	0	36650	38000	39400	40850	42350	43850	45350
MEDIAN	33150	0	35100	36100	37150	38200	39250	40350	41450
LOWER QUARTILE	31100	0	32850	33750	34650	35550	36500	37400	38350
LOWER DECILE	27750	0	29550	30400	31300	32250	33150	34050	34950
MEAN	32700	0	35000	36150	37400	38600	39850	41100	42400
TOTAL NUMBER	16	2	5	21	7	30	21	67	94
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53450	59600	65750	71600	76650	80550	82950	83650	79400
UPPER QUARTILE	48500	53150	57700	61800	65200	67600	68900	68950	65400
MEDIAN	43650	47050	50300	53350	55950	57950	59200	59550	56450
LOWER QUARTILE	40200	42950	45550	47800	49650	50900	51500	51150	47750
LOWER DECILE	36700	39200	41400	43200	44400	45050	45150	44400	41700
MEAN	44950	48750	52350	55550	58100	59950	60950	61000	58400
TOTAL NUMBER	347	452	409	319	223	187	165	158	252
OVER $88000	0	1	2	5	5	21	15	3	15
UNDER $17000	0	0	0	0	0	0	0	0	0

ALL NON-MANUFACTURING, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32650	34050	35500	36900	38350	39750	41200	42600	43950
UPPER QUARTILE	30400	31650	32900	34150	35400	36650	37900	39100	40300
MEDIAN	27750	28900	30050	31200	32350	33500	34600	35650	36700
LOWER QUARTILE	26100	27000	27900	28850	29750	30650	31500	32400	33200
LOWER DECILE	24600	25350	26100	26850	27600	28300	29050	29750	30450
MEAN	28250	29350	30500	31600	32700	33800	34900	35950	37000
TOTAL NUMBER	17	77	157	215	278	300	286	305	309
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46550	50050	52950	55100	56600	57450	57850	57900	57500
UPPER QUARTILE	42550	45600	48100	50000	51250	51950	52250	52150	51600
MEDIAN	38650	41150	43200	44750	45850	46550	47000	47300	47450
LOWER QUARTILE	34800	36900	38650	40000	41000	41700	42050	42300	42350
LOWER DECILE	31750	33500	34950	36050	36750	37100	37200	36950	36050
MEAN	38950	41600	43750	45400	46550	47250	47600	47750	47550
TOTAL NUMBER	908	661	509	395	323	285	232	183	279
OVER $88000	0	0	0	0	0	0	0	1	1
UNDER $17000	0	0	0	0	0	0	0	0	0

ALL NON-MANUFACTURING, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	39500	0	43250	45150	47100	49050
UPPER QUARTILE	0	0	0	34700	0	38450	40300	42100	43850
MEDIAN	0	0	0	32900	0	35500	36800	38150	39450
LOWER QUARTILE	0	0	0	31350	0	33400	34450	35450	36450
LOWER DECILE	0	0	0	26250	0	28500	29600	30700	31700
MEAN	0	0	0	33600	0	36250	37550	38900	40200
TOTAL NUMBER	1	1	1	9	2	34	46	26	59
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53000	58650	63750	67850	70800	72500	73100	72600	70250
UPPER QUARTILE	47150	51500	55050	57800	59800	61150	62050	62700	63000
MEDIAN	42000	45600	48750	51300	53150	54250	54750	54650	53550
LOWER QUARTILE	38350	40950	43100	44800	46000	46750	47150	47200	46750
LOWER DECILE	33650	36250	38300	39950	41150	42000	42600	43050	43350
MEAN	42800	46500	49750	52450	54450	55750	56400	56500	55600
TOTAL NUMBER	303	380	360	366	323	275	142	86	145
OVER $88000	0	0	0	1	0	19	4	6	2
UNDER $17000	0	0	0	0	0	0	0	0	0

ALL NON-MANUFACTURING, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	49750	0	0	0
UPPER QUARTILE	0	0	0	0	0	46400	0	0	0
MEDIAN	0	0	0	0	0	38350	0	0	0
LOWER QUARTILE	0	0	0	0	0	36350	0	0	0
LOWER DECILE	0	0	0	0	0	31800	0	0	0
MEAN	0	0	0	0	0	40100	0	0	0
TOTAL NUMBER	0	0	0	0	1	6	1	0	1
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

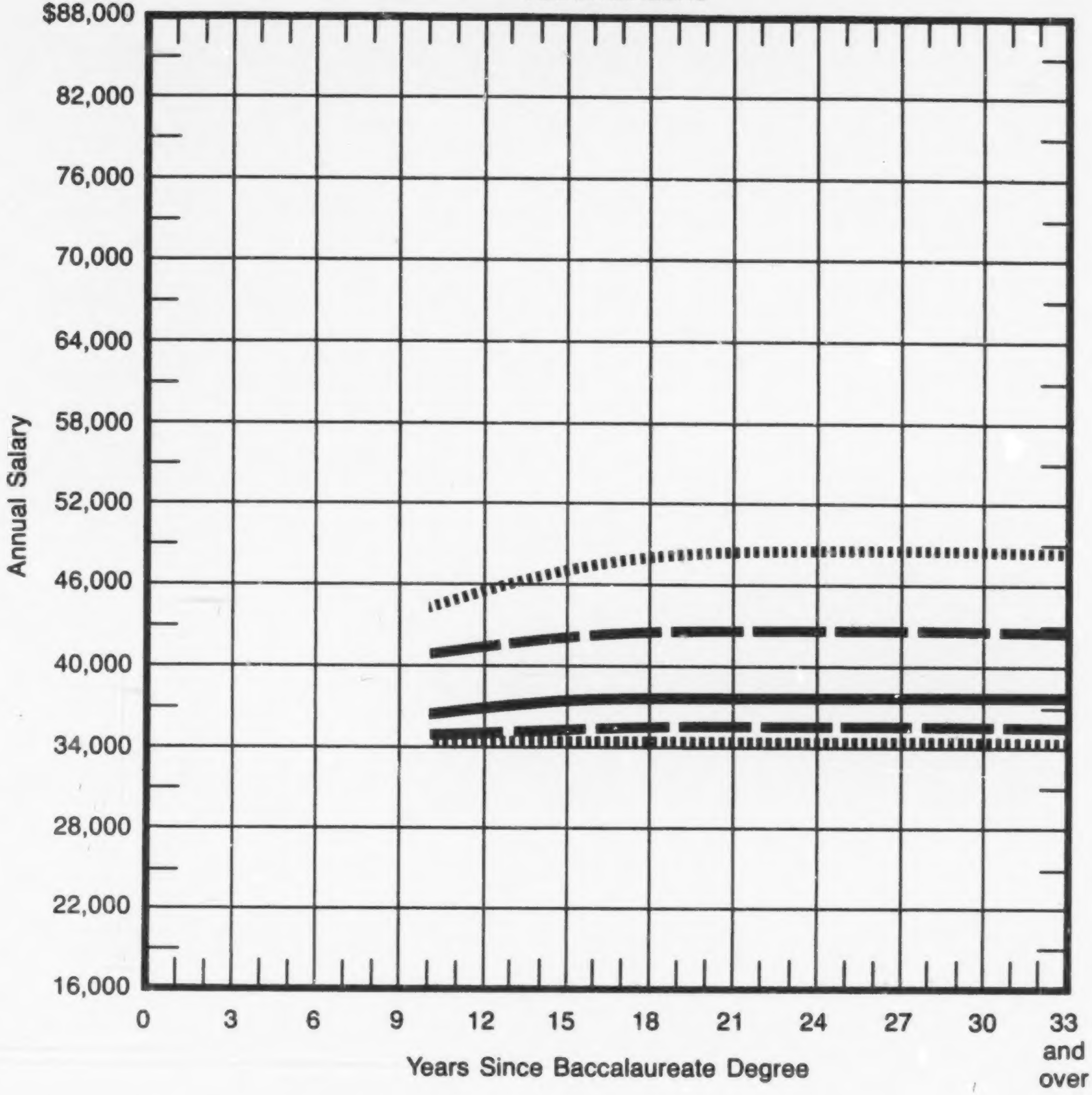
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57750	62750	67650	72250	76150	79150	80850	80950	75300
UPPER QUARTILE	53300	57500	61650	65450	68750	71300	72850	73200	69050
MEDIAN	44400	48300	52150	55900	59300	62150	64200	65400	62900
LOWER QUARTILE	41050	43900	46800	49550	52050	54200	55900	57200	56600
LOWER DECILE	36250	38850	41400	43700	45850	47700	49250	50950	52700
MEAN	46100	49900	53650	57250	60450	63150	65050	66200	63850
TOTAL NUMBER	71	172	124	194	152	132	64	27	62
OVER $88000	0	0	0	0	0	19	4	6	2
UNDER $17000	0	0	0	0	0	0	0	0	0

ALL NON-MANUFACTURING, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	36900	0	42150	44450	46500	48350
UPPER QUARTILE	0	0	0	35200	0	38350	39850	41350	42750
MEDIAN	0	0	0	31950	0	35150	36650	38050	39350
LOWER QUARTILE	0	0	0	31700	0	33650	34550	35400	36200
LOWER DECILE	0	0	0	25600	0	28300	29550	30700	31750
MEAN	0	0	0	32550	0	35750	37200	38600	39850
TOTAL NUMBER	1	1	1	9	1	27	45	26	58
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51350	54450	56300	57350	57900	58150	58300	58350	58350
UPPER QUARTILE	45400	48750	51250	52900	53850	54200	54250	54000	53600
MEDIAN	41600	44350	46300	47600	48450	49000	49300	49450	49500
LOWER QUARTILE	37700	39550	41050	42150	42950	43550	43950	44250	44400
LOWER DECILE	33550	35550	36850	37650	38100	38350	38500	38550	38600
MEAN	42100	44700	46550	47800	48600	49100	49400	49550	49600
TOTAL NUMBER	231	208	235	171	171	142	78	58	82
OVER $88000	0	0	0	1	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

BUSINESS, TRADE & PUBLISHING
ALL ENGINEERS



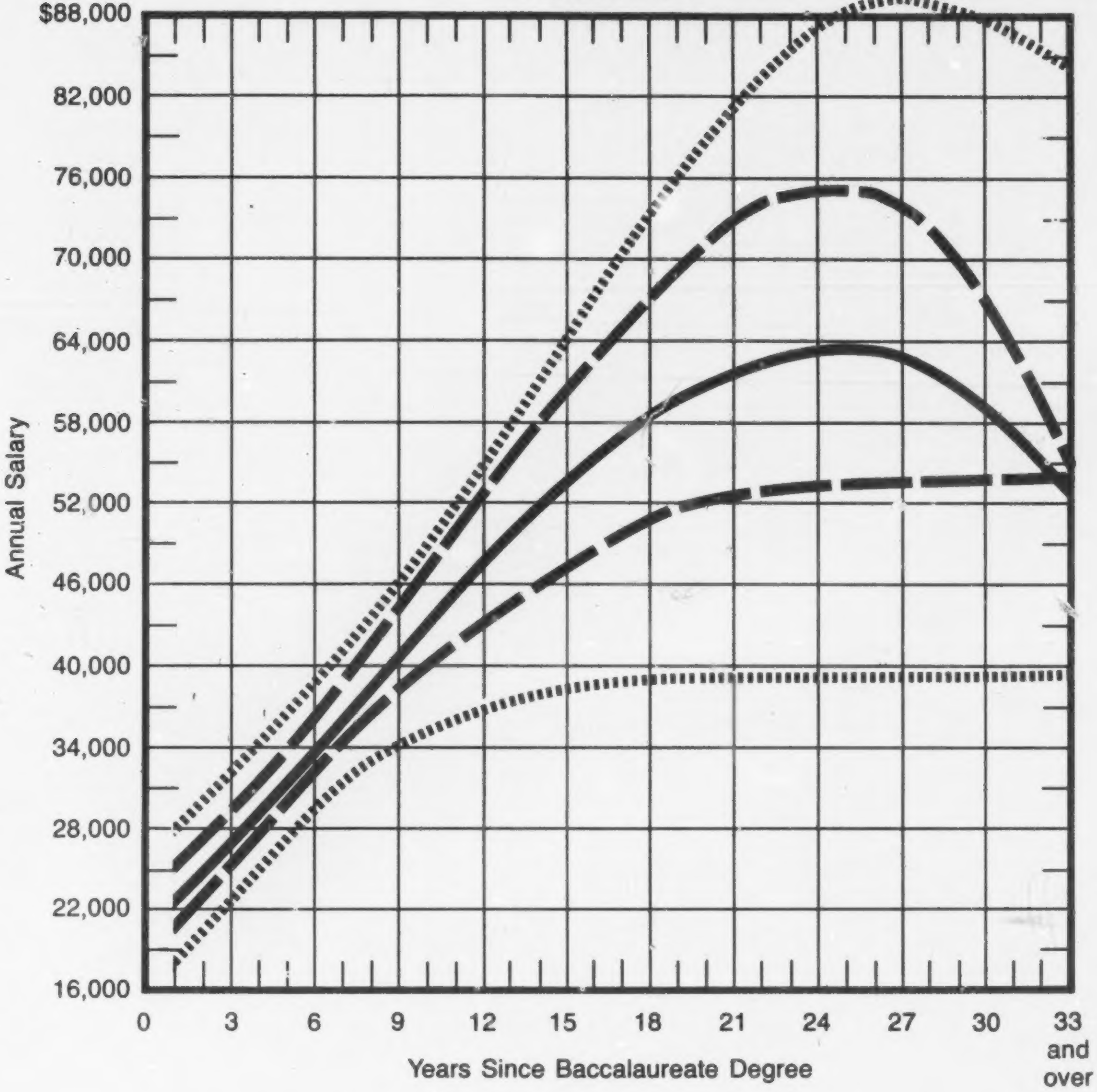
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	3	0	0	2	3	4	4	3
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	3	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43600	46600	47950	48500	48700	48800	48800	48800	48800
UPPER QUARTILE	40750	42200	42700	42850	42900	42900	42900	42900	42900
MEDIAN	36600	37300	37500	37550	37550	37550	37550	37550	37550
LOWER QUARTILE	34700	35450	35600	35600	35650	35650	35650	35650	35650
LOWER DECILE	34350	34400	34300	34250	34250	34250	34250	34250	34250
MEAN	35100	40750	44300	45400	44600	42700	40600	38050	35600
TOTAL NUMBER	9	8	6	8	23	61	5	15	45
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮ **Upper Decile**
— — — — **Upper Quartile**
▬▬▬▬ **Median**
– – – – **Lower Quartile**
▮▮▮▮▮▮▮▮ **Lower Decile**

CONSTRUCTION
ALL ENGINEERS



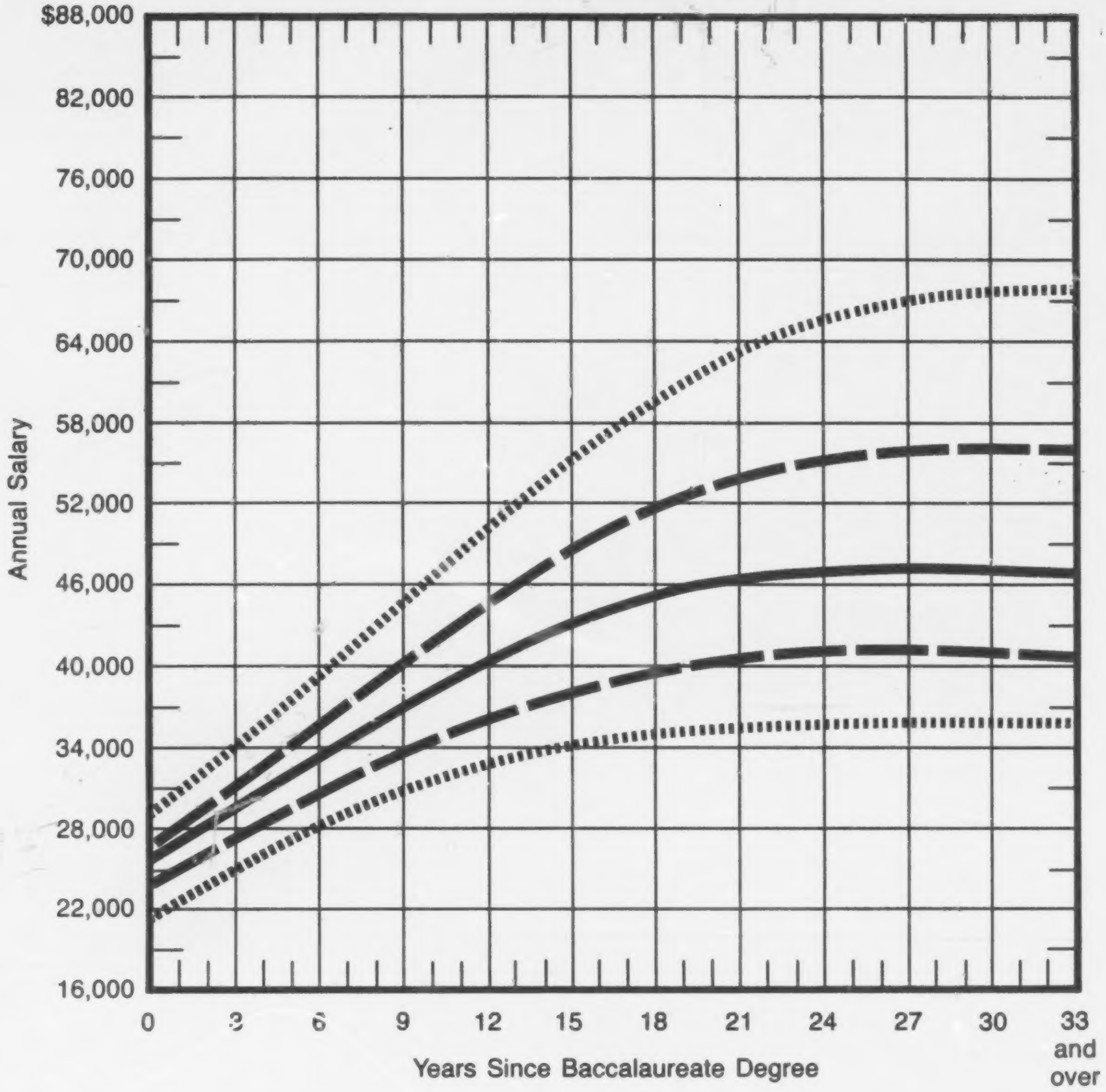
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	28000	29950	32050	34350	36750	39300	42000	44850
UPPER QUARTILE	0	25650	27500	29500	31650	33950	36400	39000	41700
MEDIAN	0	23800	25450	27250	29150	31150	33250	35400	37700
LOWER QUARTILE	0	20050	22350	24700	27100	29550	31950	34250	36500
LOWER DECILE	0	18850	21800	24650	27300	29600	31600	33250	34600
MEAN	0	24000	25750	27650	29700	31800	34050	36400	38850
TOTAL NUMBER	3	36	41	63	14	88	74	94	63
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50900	60700	70550	79350	86000	89800	0	89200	83850
UPPER QUARTILE	47550	56800	65600	72350	75750	75500	0	66000	55600
MEDIAN	42400	49450	55750	60400	62850	63150	0	58750	53650
LOWER QUARTILE	40600	45650	49200	51550	52900	53700	0	54250	54250
LOWER DECILE	36600	38250	39000	39350	39450	39500	0	39550	39550
MEAN	43900	51550	58350	63400	66150	66650	0	62700	58150
TOTAL NUMBER	102	73	74	59	7	33	3	12	20
OVER $88000	0	0	0	13	0	29	0	1	3
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪▪▪▪	**Upper Decile**
— — — — —	**Upper Quartile**
▬▬▬▬▬▬	**Median**
— — — — —	**Lower Quartile**
▪▪▪▪▪▪▪▪▪▪▪▪	**Lower Decile**

DESIGN, CONSULTING & ENGINEERING SERVICES
ALL ENGINEERS

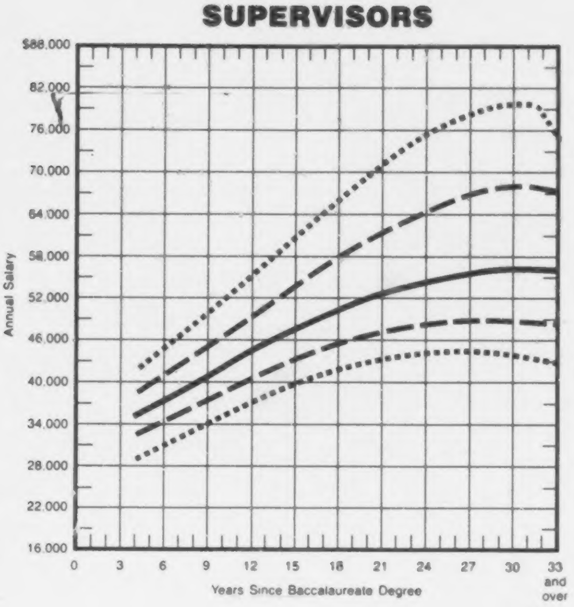


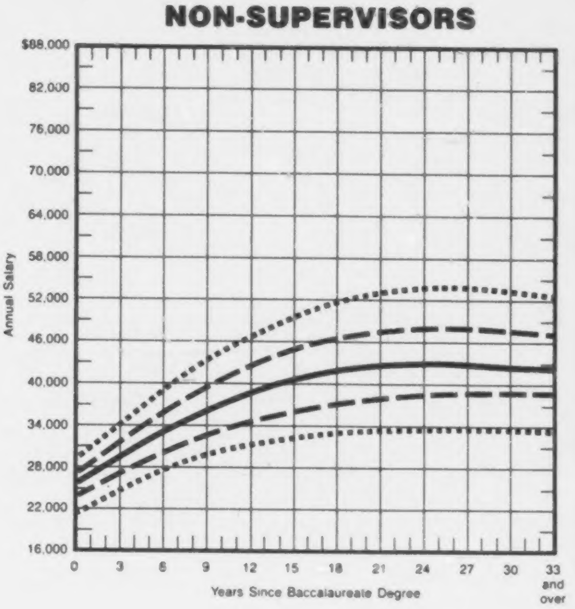
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28950	30500	32100	33800	35500	37300	39100	40950	42800
UPPER QUARTILE	27200	28650	30100	31550	33050	34550	36100	37600	39100
MEDIAN	25750	27000	28250	29500	30750	32050	33300	34550	35800
LOWER QUARTILE	24400	25450	26500	27550	28600	29650	30700	31700	32650
LOWER DECILE	21500	22750	24000	25200	26300	27350	28350	29250	30050
MEAN	25700	27000	28300	29600	30950	32300	33600	34950	36250
TOTAL NUMBER	281	345	448	500	459	402	411	359	364
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	1	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46550	52000	57000	61150	64300	66400	67550	67950	67350
UPPER QUARTILE	42050	46100	49550	52250	54100	55250	55900	56100	55900
MEDIAN	38150	41300	43850	45750	46900	47500	47650	47550	46800
LOWER QUARTILE	34500	36900	38800	40150	40950	41350	41400	41200	40700
LOWER DECILE	31500	33150	34250	35000	35500	35750	35900	36000	36050
MEAN	38750	42150	45000	47150	48600	49450	49850	49950	49700
TOTAL NUMBER	1366	1196	920	668	563	483	357	399	788
OVER $88000	0	0	1	6	1	4	14	8	15
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮	**Upper Decile**
— — — —	**Upper Quartile**
━━━━━	**Median**
— — — —	**Lower Quartile**
▮▮▮▮▮▮▮▮	**Lower Decile**


SUPERVISORS


NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	41800	43350	45000	46650	48350
UPPER QUARTILE	0	0	0	0	37800	39100	40500	41900	43300
MEDIAN	0	0	0	0	35300	36450	37600	38750	39900
LOWER QUARTILE	0	0	0	0	32000	33100	34250	35350	36400
LOWER DECILE	0	0	0	0	28800	29900	31000	32100	33200
MEAN	0	0	0	0	35250	36500	37800	39100	40400
TOTAL NUMBER	1	2	4	4	12	9	16	18	38
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51850	57350	62900	68250	72950	76650	79050	79850	75350
UPPER QUARTILE	46200	50650	55000	59100	62600	65400	67250	68150	66200
MEDIAN	42150	45500	48550	51250	53450	55050	56150	56700	56200
LOWER QUARTILE	38550	41500	44050	46100	47600	48550	48950	48950	48150
LOWER DECILE	35250	38100	40450	42150	43300	43800	43850	43500	42450
MEAN	43000	46850	50400	53550	56050	57850	58950	59300	58150
TOTAL NUMBER	256	426	329	283	223	186	161	178	332
OVER $88000	0	0	1	6	1	4	14	8	14
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28650	30350	32050	33750	35500	37200	38850	40500	42050
UPPER QUARTILE	27200	28650	30050	31500	32950	34400	35750	37100	38400
MEDIAN	25800	27000	28250	29500	30700	31900	33050	34150	35250
LOWER QUARTILE	24350	25450	26550	27600	28600	29600	30500	31400	32250
LOWER DECILE	21350	22750	24050	25300	26400	27400	28300	29100	29800
MEAN	25600	26950	28250	29600	30850	32150	33350	34500	35650
TOTAL NUMBER	280	343	444	496	447	393	395	341	326
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	1	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44900	48450	51000	52600	53450	53750	53700	53450	53100
UPPER QUARTILE	40850	43850	46050	47450	48150	48400	48300	48000	47550
MEDIAN	37200	39550	41300	42350	42900	43100	43000	42800	42400
LOWER QUARTILE	33750	35500	36750	37500	37950	38150	38200	38200	38150
LOWER DECILE	30950	32100	32850	33250	33500	33600	33650	33700	33700
MEAN	37650	40050	41750	42800	43300	43500	43450	43300	43100
TOTAL NUMBER	1110	770	591	385	340	297	196	221	456
OVER $88000	0	0	0	0	0	0	0	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

········ Upper Decile
— — — Upper Quartile
━━━ Median
— — — Lower Quartile
········ Lower Decile

DES,CONS,ENG SRV, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28950	30500	32150	33800	35450	37200	38900	40650	42400
UPPER QUARTILE	27350	28700	30100	31500	32950	34400	35850	37250	38700
MEDIAN	25950	27100	28250	29450	30650	31850	33050	34200	35350
LOWER QUARTILE	24450	25500	26550	27550	28600	29600	30600	31550	32450
LOWER DECILE	21550	22800	24000	25200	26300	27300	28250	29100	29900
MEAN	25750	27000	28300	29550	30850	32100	33400	34650	35900
TOTAL NUMBER	280	310	392	423	357	293	294	222	231
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	1	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45850	50750	55100	58750	61650	63850	65350	66600	67450
UPPER QUARTILE	41450	45300	48600	51200	53050	54300	55000	55400	55350
MEDIAN	37600	40650	43150	45050	46300	46950	47150	47000	46300
LOWER QUARTILE	34150	36350	38050	39200	40000	40400	40550	40550	40400
LOWER DECILE	31250	32800	33800	34500	34950	35200	35300	35400	35450
MEAN	38250	41450	44050	46100	47500	48400	48900	49200	49200
TOTAL NUMBER	873	715	539	372	326	287	232	322	623
OVER $88000	0	0	1	4	0	3	3	7	11
UNDER $17000	0	0	0	0	0	0	0	0	0

DES,CONS,ENG SRV, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	41100	42600	44100	45650	47250
UPPER QUARTILE	0	0	0	0	37400	38550	39750	40950	42200
MEDIAN	0	0	0	0	34650	35650	36700	37700	38750
LOWER QUARTILE	0	0	0	0	31350	32300	33200	34150	35100
LOWER DECILE	0	0	0	0	29150	30050	30950	31850	32800
MEAN	0	0	0	0	34900	36000	37100	38250	39400
TOTAL NUMBER	1	1	2	3	6	8	12	16	21
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50550	55600	60750	65600	69950	73400	75650	76600	72950
UPPER QUARTILE	44750	48700	52700	56650	60350	63500	65900	67600	65800
MEDIAN	40900	44050	47150	50050	52550	54500	55850	56600	55050
LOWER QUARTILE	37050	39900	42600	45050	47100	48600	49450	49600	47400
LOWER DECILE	34600	37250	39650	41700	43250	44250	44650	44300	42050
MEAN	41750	45300	48750	52000	54850	57100	58550	59250	57200
TOTAL NUMBER	141	220	165	163	130	113	96	144	252
OVER $88000	0	0	1	4	0	3	3	7	10
UNDER $17000	0	0	0	0	0	0	0	0	0

DES,CONS,ENG SRV, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28700	30350	32050	33800	35500	37200	38850	40450	42000
UPPER QUARTILE	27250	28650	30100	31500	32950	34300	35700	37000	38300
MEDIAN	25750	27000	28300	29500	30750	31900	33050	34150	35150
LOWER QUARTILE	24400	25500	26550	27600	28650	29600	30500	31350	32150
LOWER DECILE	21350	22750	24100	25300	26400	27400	28250	29000	29650
MEAN	25600	26950	28250	29600	30850	32100	33300	34450	35500
TOTAL NUMBER	279	309	390	420	351	285	282	206	210
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	1	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44850	48400	50900	52450	53250	53550	53500	53300	52950
UPPER QUARTILE	40650	43550	45700	47050	47750	48000	47900	47600	47150
MEDIAN	36950	39150	40650	41550	42050	42250	42300	42200	42100
LOWER QUARTILE	33550	35200	36300	36950	37350	37550	37600	37600	37600
LOWER DECILE	30700	31750	32350	32700	32850	32950	33000	33050	33050
MEAN	37450	39700	41250	42200	42700	42900	42950	42900	42800
TOTAL NUMBER	732	495	374	209	196	174	136	178	371
OVER $88000	0	0	0	0	0	0	0	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

DES,CONS,ENG SRV, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	31050	32600	34150	35800	37500	39250	41100	42950
UPPER QUARTILE	0	28150	29750	31400	33050	34700	36400	38050	39700
MEDIAN	0	26450	27850	29300	30750	32200	33600	35000	36350
LOWER QUARTILE	0	25100	26300	27450	28600	29750	30900	32000	33050
LOWER DECILE	0	22900	24050	25200	26300	27400	28400	29350	30250
MEAN	0	26950	28300	29700	31100	32500	33900	35300	36700
TOTAL NUMBER	1	35	56	76	101	107	113	134	129
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46850	52850	58800	64250	68700	71900	73650	73850	70750
UPPER QUARTILE	42850	47200	50800	53550	55500	56750	57450	57900	58100
MEDIAN	38950	42300	44900	46750	47900	48550	48800	48850	48750
LOWER QUARTILE	35100	37700	39750	41150	42050	42500	42650	42600	42350
LOWER DECILE	31900	33800	35200	36150	36750	37100	37350	37500	37600
MEAN	39400	43100	46200	48600	50250	51300	51800	52000	51750
TOTAL NUMBER	454	438	335	252	206	141	109	71	141
OVER $88000	0	0	0	2	1	1	11	1	4
UNDER $17000	0	0	0	0	0	0	0	0	0

DES,CONS,ENG SRV, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	43150	0	0	0	49650
UPPER QUARTILE	0	0	0	0	38200	0	0	0	44100
MEDIAN	0	0	0	0	35250	0	0	0	40700
LOWER QUARTILE	0	0	0	0	34650	0	0	0	38800
LOWER DECILE	0	0	0	0	26450	0	0	0	33950
MEAN	0	0	0	0	36850	0	0	0	42000
TOTAL NUMBER	0	1	2	1	5	0	4	2	17
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53200	58800	64650	70500	76000	80700	84150	86150	81750
UPPER QUARTILE	47300	52250	57300	62150	66500	69950	72300	73300	69650
MEDIAN	43400	47150	50500	53300	55500	57150	58250	59100	59600
LOWER QUARTILE	40700	43250	45350	47050	48400	49350	50050	50650	51050
LOWER DECILE	36750	39800	41700	42850	43450	43800	44000	44050	44100
MEAN	44650	48500	52100	55300	57950	59950	61250	61950	61300
TOTAL NUMBER	97	184	148	102	83	48	56	31	67
OVER $88000	0	0	0	2	1	1	11	1	4
UNDER $17000	0	0	0	0	0	0	0	0	0

DES,CONS,ENG SRV, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	30600	32250	33900	35550	37200	38800	40350	41850
UPPER QUARTILE	0	28350	29850	31350	32850	34350	35800	37150	38500
MEDIAN	0	26750	28050	29350	30650	31900	33150	34300	35450
LOWER QUARTILE	0	25550	26600	27600	28600	29550	30500	31400	32300
LOWER DECILE	0	22750	24050	25250	26400	27400	28350	29200	29950
MEAN	0	26950	28250	29600	30900	32200	33450	34650	35750
TOTAL NUMBER	1	34	54	75	96	107	109	132	112
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44650	48150	50700	52350	53250	53550	53550	53250	52850
UPPER QUARTILE	40950	44000	46200	47650	48400	48750	48800	48700	48500
MEDIAN	37500	40050	41900	43100	43800	44100	44200	44150	44050
LOWER QUARTILE	33900	35950	37550	38600	39300	39650	39750	39700	39500
LOWER DECILE	31250	32600	33500	34050	34350	34500	34600	34650	34650
MEAN	37850	40400	42200	43350	44000	44250	44300	44200	44000
TOTAL NUMBER	357	254	187	150	123	93	53	40	74
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

DES,CONS,ENG SRV, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	1	2	4	3	4
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49350	57900	62150	63450	63350	62850	62450	62100	61950
UPPER QUARTILE	44100	49900	53000	54350	54800	54950	54950	54950	54950
MEDIAN	43900	44500	45100	45850	46650	47500	48450	49900	52900
LOWER QUARTILE	37650	41300	41900	42000	42000	42000	42000	42000	42000
LOWER DECILE	32000	34100	36050	37750	39100	40050	40500	40300	37800
MEAN	41550	45800	48100	49200	49600	49750	49800	49850	49850
TOTAL NUMBER	39	43	46	44	31	55	16	6	24
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

DES,CONS,ENG SRV, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	1	1	0	0	0
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

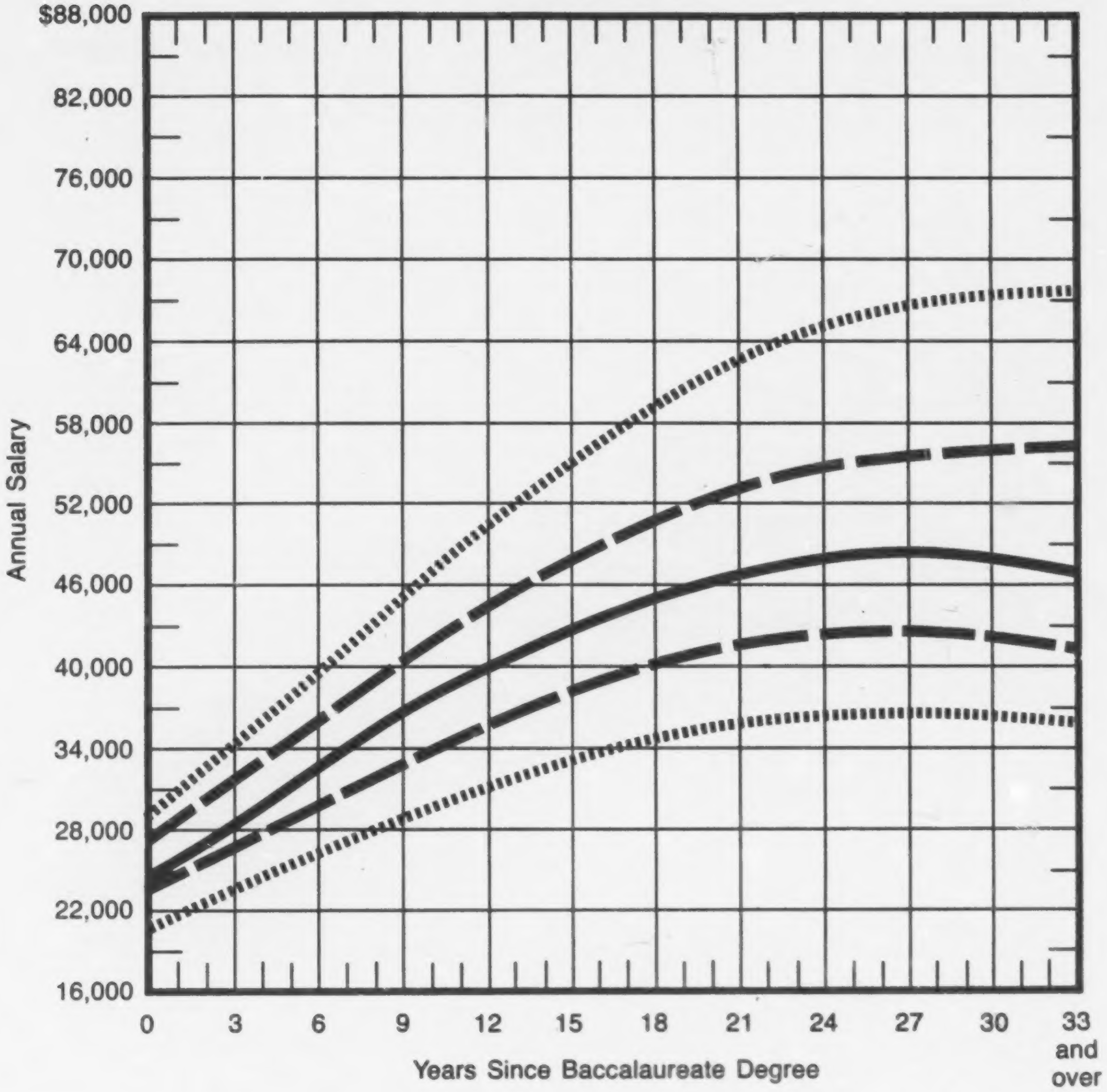
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52350	60100	65650	69100	70900	71700	71950	0	71950
UPPER QUARTILE	43650	51900	57200	59700	60450	60450	60150	0	59700
MEDIAN	42750	47500	50400	51900	52600	52900	53000	0	53050
LOWER QUARTILE	43750	44500	45250	46100	46950	47850	48800	0	52900
LOWER DECILE	40350	43750	45400	45550	44800	43650	42400	0	39800
MEAN	43950	49750	53150	54750	55300	55400	55350	0	55150
TOTAL NUMBER	18	22	16	18	10	25	9	3	13
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

DES,CONS,ENG SRV, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	0	1	4	3	4
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49500	56000	55900	55750	55750	55750	55750	0	55750
UPPER QUARTILE	43300	49700	49250	49050	49000	49000	49000	0	49000
MEDIAN	38100	41300	42850	43500	43700	43700	43700	0	43650
LOWER QUARTILE	33400	35450	37400	39100	40500	41550	42150	0	40250
LOWER DECILE	30650	32750	34650	36250	37400	38050	38100	0	33800
MEAN	39100	43000	44500	45050	45300	45350	45400	0	45400
TOTAL NUMBER	21	21	30	16	21	30	7	3	11
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

CONSULTING
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29100	30650	32300	33950	35700	37500	39300	41150	43000
UPPER QUARTILE	27350	28850	30350	31900	33450	35000	36550	38100	39650
MEDIAN	25650	26950	28300	29600	30950	32300	33650	34950	36250
LOWER QUARTILE	24350	25400	26450	27500	28550	29600	30650	31700	32700
LOWER DECILE	21550	22800	23950	25100	26150	27200	28150	29050	29850
MEAN	25700	27000	28300	29650	31000	32350	33750	35100	36400
TOTAL NUMBER	228	259	291	301	301	289	295	278	294
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	1	0	0	0	1	0	0

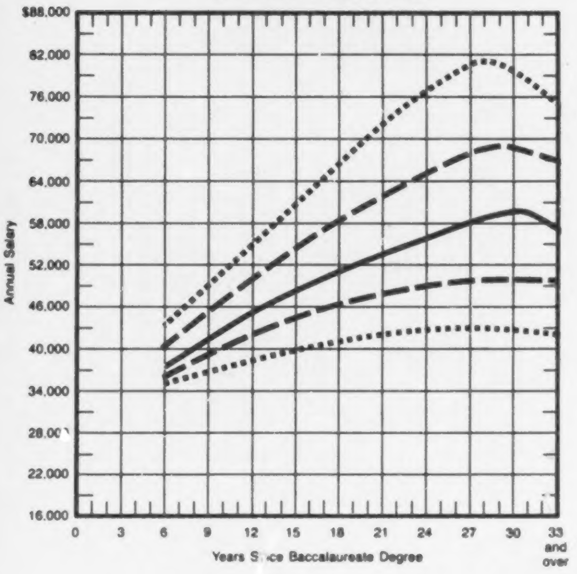
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46750	52200	57200	61350	64450	66500	67600	67950	67300
UPPER QUARTILE	42600	46600	49900	52450	54250	55400	56100	56450	56600
MEDIAN	38650	41900	44400	46150	47150	47600	47650	47350	46700
LOWER QUARTILE	34600	37100	39100	40550	41350	41750	41700	41350	40550
LOWER DECILE	31300	33000	34200	35000	35500	35800	35950	36000	36050
MEAN	38950	42450	45300	47450	48850	49700	50000	50050	49700
TOTAL NUMBER	1061	871	659	493	453	356	253	267	509
OVER $88000	0	0	1	4	1	3	12	7	9
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

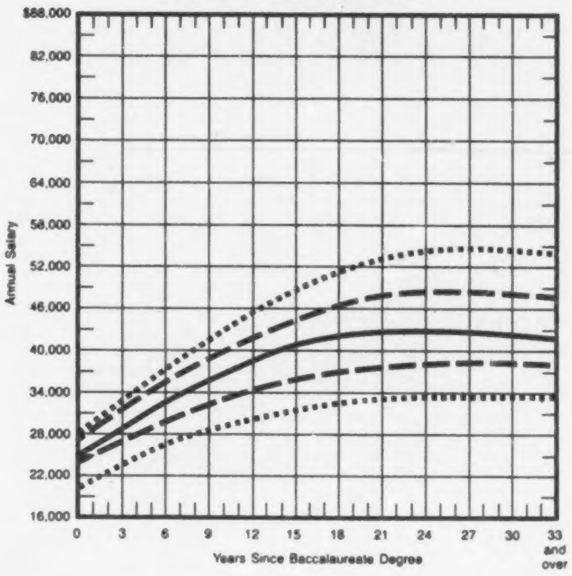
▮▮▮▮▮▮▮▮▮▮	**Upper Decile**
— — — — —	**Upper Quartile**
━━━━━━━	**Median**
— — — — —	**Lower Quartile**
▮▮▮▮▮▮▮▮▮▮	**Lower Decile**

CONSULTING

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	44450	46200	48050
UPPER QUARTILE	0	0	0	0	0	0	40050	41500	43050
MEDIAN	0	0	0	0	0	0	38950	40000	41050
LOWER QUARTILE	0	0	0	0	0	0	35850	36950	38000
LOWER DECILE	0	0	0	0	0	0	35350	35950	36600
MEAN	0	0	0	0	0	0	39000	40200	41450
TOTAL NUMBER	0	0	1	0	2	2	5	6	23
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51850	57900	64000	69900	75050	78950	81250	81350	74900
UPPER QUARTILE	46150	50950	55700	60100	63900	66850	68650	69250	66350
MEDIAN	43150	46300	49400	52250	54750	56750	58150	59050	57950
LOWER QUARTILE	40100	42900	45250	47100	48450	49300	49750	49900	49700
LOWER DECILE	37800	39550	41100	42450	43500	44250	44600	44450	42600
MEAN	43900	47600	51150	54400	57100	59100	60400	60850	58950
TOTAL NUMBER	157	283	214	187	165	126	107	104	203
OVER $88000	0	0	1	4	1	3	12	7	8
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28800	30550	32350	34150	35900	37700	39400	41050	42650
UPPER QUARTILE	27400	28900	30400	31900	33400	34850	36300	37700	39000
MEDIAN	25700	27000	28350	29650	30900	32150	33400	34550	35700
LOWER QUARTILE	24450	25450	26500	27500	28500	29500	30450	31350	32200
LOWER DECILE	21500	22800	24050	25200	26250	27250	28100	28900	29600
MEAN	25650	27000	28350	29700	31050	32350	33600	34800	35950
TOTAL NUMBER	228	259	290	301	299	287	290	272	271
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	1	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45500	49000	51400	52850	53550	53700	53650	53400	53050
UPPER QUARTILE	41450	44450	46500	47800	48400	48550	48400	48100	47650
MEDIAN	37700	40150	41850	42900	43400	43550	43450	43200	42850
LOWER QUARTILE	33800	35800	37250	38200	38700	38900	38900	38700	38350
LOWER DECILE	30800	32050	32900	33350	33650	33800	33850	33900	33900
MEAN	38000	40500	42200	43200	43700	43850	43800	43600	43300
TOTAL NUMBER	904	588	445	306	288	230	146	163	306
OVER $88000	0	0	0	0	0	0	0	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

- ▪▪▪▪▪▪▪▪ **Upper Decile**
- — — — **Upper Quartile**
- ▬▬▬ **Median**
- – – – **Lower Quartile**
- ▪▪▪▪▪▪▪▪ **Lower Decile**

CONSULTANTS, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29100	30800	32500	34250	36000	37750	39550	41300	43050
UPPER QUARTILE	27450	29000	30550	32100	33600	35150	36650	38100	39550
MEDIAN	25800	27100	28400	29700	31000	32300	33550	34800	36000
LOWER QUARTILE	24450	25450	26450	27500	28500	29500	30450	31450	32350
LOWER DECILE	21650	2[illegible]800	23950	25000	26000	27000	27900	28700	29450
MEAN	25800	27100	28400	29700	31050	32350	33650	34950	36200
TOTAL NUMBER	227	232	243	233	213	191	189	152	169
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	1	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46400	51150	55350	58850	61700	63850	65400	66650	67400
UPPER QUARTILE	42250	45900	48950	51400	53250	54600	55500	56200	56550
MEDIAN	38300	41300	43600	45250	46250	46750	46900	46800	46450
LOWER QUARTILE	34100	36400	38200	39500	40300	40700	40800	40600	40150
LOWER DECILE	30800	32350	33500	34250	34750	35050	35250	35350	35400
MEAN	38600	41750	44350	46300	47650	48500	48950	49200	49250
TOTAL NUMBER	616	437	326	238	236	185	145	207	381
OVER $88000	0	0	1	3	0	2	2	6	6
UNDER $17000	0	0	0	0	0	0	0	0	0

CONSULTANTS, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	46050	47700
UPPER QUARTILE	0	0	0	0	0	0	0	40450	41750
MEDIAN	0	0	0	0	0	0	0	38950	40000
LOWER QUARTILE	0	0	0	0	0	0	0	36250	37100
LOWER DECILE	0	0	0	0	0	0	0	33250	34050
MEAN	0	0	0	0	0	0	0	39050	40200
TOTAL NUMBER	0	0	1	0	0	2	1	6	7
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51150	56600	62100	67450	72200	75950	78200	78550	71850
UPPER QUARTILE	44450	48750	53100	57400	61350	64750	67300	68850	66100
MEDIAN	42050	45200	48300	51200	53850	56050	57650	58650	57100
LOWER QUARTILE	38800	41300	43700	45900	47700	49100	49900	50100	47850
LOWER DECILE	35750	38150	40400	42350	43900	44900	45250	44800	41450
MEAN	42500	46050	49550	52900	55800	58200	59750	60400	57500
TOTAL NUMBER	61	105	79	92	84	68	53	84	148
OVER $88000	0	0	1	3	0	2	2	6	5
UNDER $17000	0	0	0	0	0	0	0	0	0

CONSULTANTS, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28800	30700	32550	34450	36300	38150	39900	41550	43150
UPPER QUARTILE	27400	29000	30550	32100	33650	35150	36600	38000	39350
MEDIAN	25700	27100	28450	29750	31050	32350	33550	34700	35800
LOWER QUARTILE	24400	25450	26500	27550	28550	29500	30400	31300	32150
LOWER DECILE	21550	22800	24000	25150	26150	27050	27900	28650	29300
MEAN	25650	27050	28450	29850	31200	32500	33750	34900	36050
TOTAL NUMBER	227	232	242	233	213	189	188	146	162
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	1	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46000	49300	51500	52800	53450	53700	53750	53650	53550
UPPER QUARTILE	41700	44550	46450	47500	48000	48150	48050	47800	47500
MEDIAN	37750	40000	41550	42400	42800	42900	42850	42650	42450
LOWER QUARTILE	33600	35400	36700	37450	37900	38050	38050	37950	37750
LOWER DECILE	30350	31500	32200	32650	32850	33000	33100	33100	33100
MEAN	38000	40300	41850	42750	43200	43350	43300	43200	43050
TOTAL NUMBER	555	332	247	146	152	117	92	123	233
OVER $88000	0	0	0	0	0	0	0	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

CONSULTANTS, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	29750	31400	33100	34900	36750	38650	40650	42650
UPPER QUARTILE	0	27500	29200	30900	32650	34400	36150	37900	39600
MEDIAN	0	26250	27700	29150	30600	32050	33550	34950	36350
LOWER QUARTILE	0	25050	26200	27400	28550	29750	30900	32000	33100
LOWER DECILE	0	23050	24150	25250	26300	27350	28350	29300	30200
MEAN	0	26250	27700	29150	30650	32150	33650	35100	36550
TOTAL NUMBER	1	27	48	68	88	98	104	123	122
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46800	53050	58950	64100	68150	70900	72400	72850	71600
UPPER QUARTILE	42900	47250	50750	53300	55050	56100	56700	57100	57250
MEDIAN	39000	42450	45050	46850	47850	48350	48400	48200	47800
LOWER QUARTILE	35150	37800	39800	41200	42050	42400	42500	42350	42000
LOWER DECILE	31850	33800	35150	36050	36600	36850	36950	37000	36950
MEAN	39350	43150	46200	48500	50000	50900	51350	51500	51400
TOTAL NUMBER	412	398	291	217	186	120	94	55	107
OVER $88000	0	0	0	1	1	1	10	1	3
UNDER $17000	0	0	0	0	0	0	0	0	0

CONSULTANTS, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	48500
UPPER QUARTILE	0	0	0	0	0	0	0	0	43200
MEDIAN	0	0	0	0	0	0	0	0	41250
LOWER QUARTILE	0	0	0	0	0	0	0	0	39750
LOWER DECILE	0	0	0	0	0	0	0	0	38900
MEAN	0	0	0	0	0	0	0	0	42450
TOTAL NUMBER	0	0	0	0	2	0	4	0	16
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52500	58750	65050	71100	76500	80800	83700	85350	83350
UPPER QUARTILE	46900	52450	57850	62700	66650	69600	71350	72050	70650
MEDIAN	43750	47450	50850	53850	56350	58250	59650	60750	61250
LOWER QUARTILE	41300	43550	45650	47600	49250	50700	51850	53000	54050
LOWER DECILE	39600	40600	41550	42500	43450	44250	45050	46000	47300
MEAN	44950	48750	52350	55700	58550	60850	62450	63600	63300
TOTAL NUMBER	80	161	121	80	71	36	46	18	45
OVER $88000	0	0	0	1	1	1	10	1	3
UNDER $17000	0	0	0	0	0	0	0	0	0

CONSULTANTS, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	29700	31450	33200	35000	36700	38450	40100	41700
UPPER QUARTILE	0	27850	29450	31000	32600	34150	35650	37100	38500
MEDIAN	0	26600	27950	29250	30600	31900	33150	34350	35500
LOWER QUARTILE	0	25550	26550	27600	28600	29600	30550	31450	32350
LOWER DECILE	0	23400	24400	25350	26350	27250	28150	29000	29750
MEAN	0	26550	27900	29300	30650	32000	33250	34500	35700
TOTAL NUMBER	1	27	48	68	86	98	100	123	106
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44600	48200	50750	52250	52950	53100	52950	52600	52150
UPPER QUARTILE	41050	44150	46300	47650	48350	48550	48550	48400	48150
MEDIAN	37650	40250	42100	43300	43950	44250	44300	44200	44000
LOWER QUARTILE	34000	36100	37700	38800	39450	39800	39900	39850	39650
LOWER DECILE	31150	32750	33850	34450	34650	34650	34500	34250	33950
MEAN	37850	40500	42350	43500	44050	44250	44250	44050	43800
TOTAL NUMBER	332	237	170	137	115	84	48	37	62
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

CONSULTANTS, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	2	3	3
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45750	56750	62100	63550	63400	62950	62550	62300	62250
UPPER.QUARTILE	43700	49450	52800	54450	55100	55350	55400	55400	55400
MEDIAN	44000	44600	45250	46000	46800	47700	48650	50100	53100
LOWER QUARTILE	37700	41600	42250	42350	42400	42400	42400	42400	42400
LOWER DECILE	32700	34650	36500	38150	39500	40500	41100	41150	39350
MEAN	41100	45800	48350	49500	49950	50100	50150	50150	50150
TOTAL NUMBER	33	36	42	38	31	51	14	5	21
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

CONSULTANTS, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

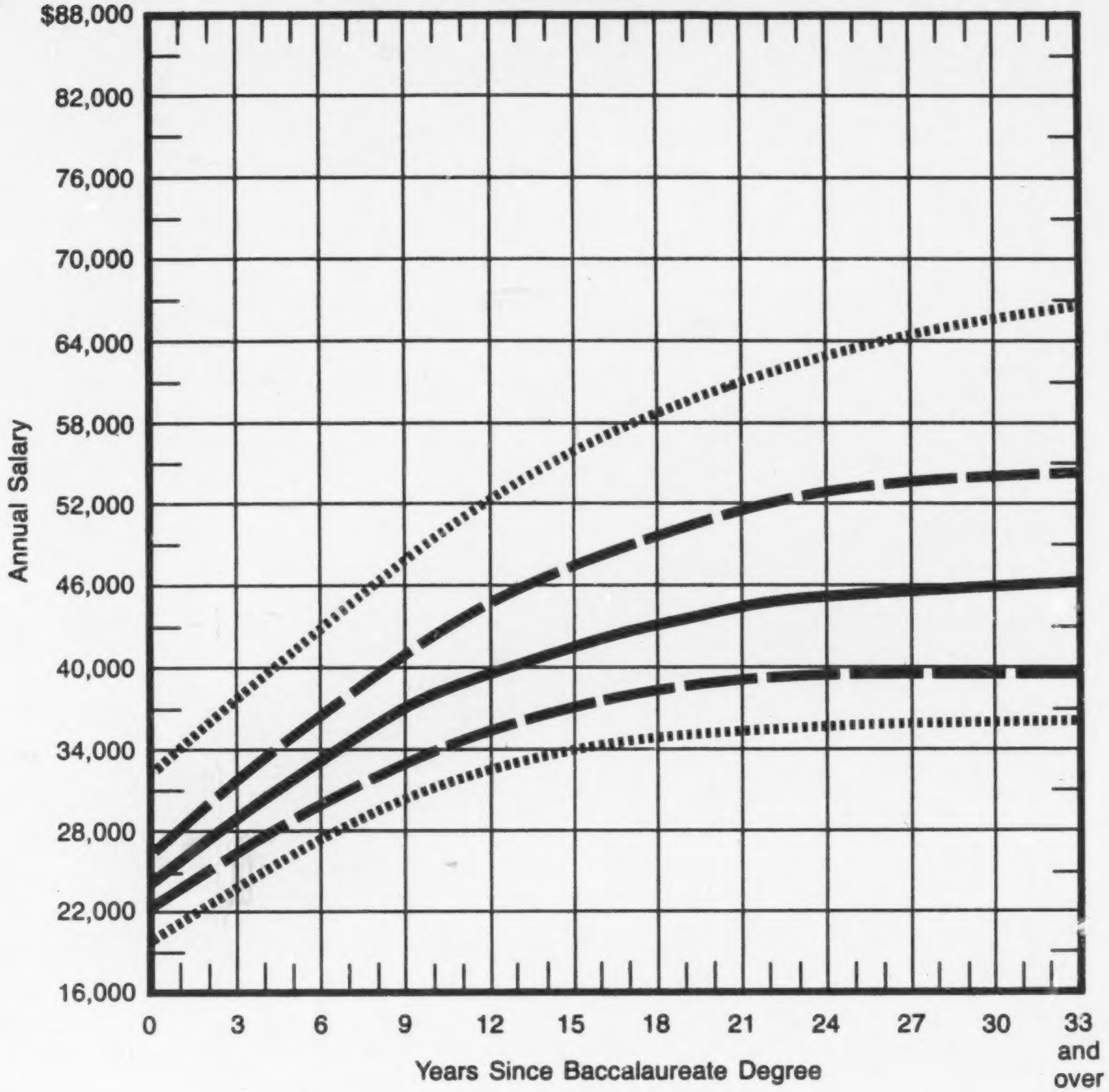
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45450	55850	64100	69300	71850	72650	72650	0	71900
UPPER QUARTILE	43400	51150	56500	59500	60800	61200	61200	0	60900
MEDIAN	42800	47650	50600	52200	52900	53200	53350	0	53400
LOWER QUARTILE	43450	44600	45800	47000	48200	49400	50600	0	55050
LOWER DECILE	42900	43200	43600	44100	44800	45600	46600	0	52150
MEAN	43600	49000	52700	54950	56150	56700	57000	0	57150
TOTAL NUMBER	16	17	14	15	10	22	8	2	10
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

CONSULTANTS, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	2	3	3
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44500	56400	56250	56050	56000	56000	56000	0	56000
UPPER QUARTILE	42550	51000	49750	49300	49250	49200	49200	0	49200
MEDIAN	37900	42550	43600	43900	43950	43950	43950	0	43950
LOWER QUARTILE	33350	37300	39350	40300	40750	40900	40950	0	41000
LOWER DECILE	31050	33200	35150	36750	37850	38400	38350	0	33500
MEAN	38250	44250	45250	45450	45500	45500	45500	0	45500
TOTAL NUMBER	17	19	28	23	21	29	6	3	11
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

ENGINEERING SERVICES
ALL ENGINEERS



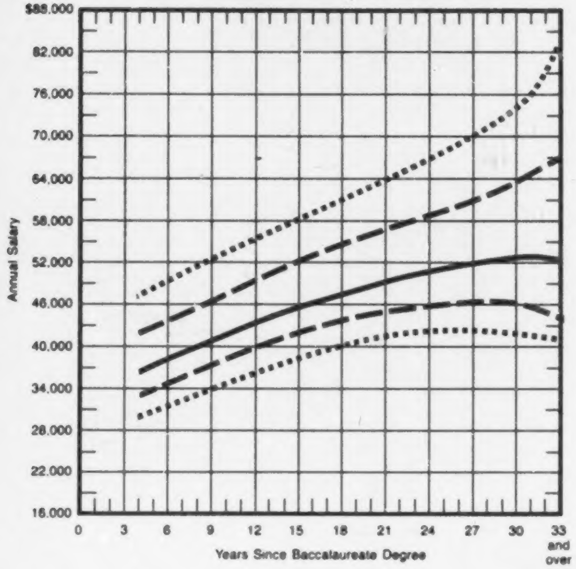
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32550	34250	35950	37700	39450	41150	42850	44550	46200
UPPER QUARTILE	26650	28350	30050	31750	33450	35100	36750	38300	39800
MEDIAN	24450	26000	27550	29050	30500	31950	33300	34600	35800
LOWER QUARTILE	22500	23900	25300	26600	27900	29100	30250	31350	32300
LOWER DECILE	20100	21450	22800	24100	25350	26550	27650	28700	29600
MEAN	25400	26900	28400	29850	31300	32750	34100	35450	36700
TOTAL NUMBER	51	61	75	125	106	79	80	78	66
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49350	53550	57150	60100	62350	64000	65200	66200	66850
UPPER QUARTILE	42550	46050	48750	50750	52150	53100	53750	54200	54400
MEDIAN	37950	40600	42550	43900	44850	45450	45800	46050	46150
LOWER QUARTILE	34050	36050	37450	38400	39000	39400	39600	39750	39850
LOWER DECILE	31200	33000	34200	34900	35350	35600	35750	35850	35900
MEAN	39000	41900	44150	45800	46950	47750	48250	48600	48800
TOTAL NUMBER	256	380	258	204	150	164	157	180	371
OVER $88000	0	0	0	0	0	0	3	0	17
UNDER $17000	0	0	0	0	0	0	0	0	0

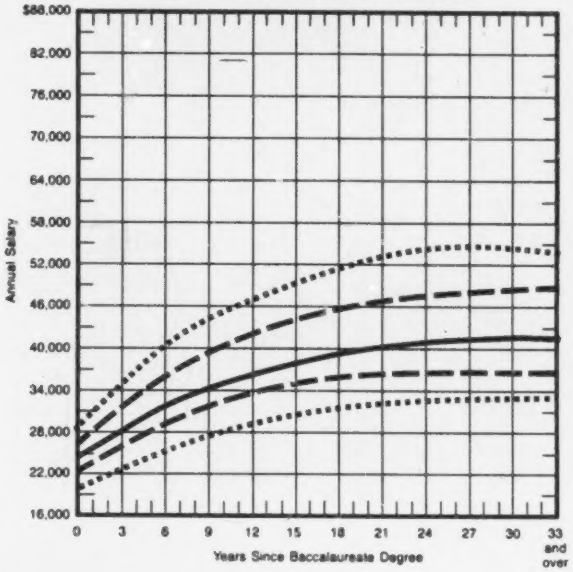
LEGEND

┅┅┅┅ Upper Decile
— — — — Upper Quartile
━━━━ Median
— — — — Lower Quartile
┅┅┅┅ Lower Decile

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	48800	0	0	51200	52000
UPPER QUARTILE	0	0	0	0	43200	0	0	45400	46150
MEDIAN	0	0	0	0	36550	0	0	38950	39300
LOWER QUARTILE	0	0	0	0	33200	0	0	35500	36300
LOWER DECILE	0	0	0	0	30250	0	0	32850	33700
MEAN	0	0	0	0	38650	0	0	41000	41800
TOTAL NUMBER	1	2	3	4	8	2	2	5	9
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53650	56250	59000	61850	64850	67950	71200	75650	83700
UPPER QUARTILE	47700	50000	52350	54700	56950	59150	61200	63700	66950
MEDIAN	41400	43800	46100	48200	50050	51550	52600	53200	52050
LOWER QUARTILE	37800	40000	42050	43800	45200	46100	46550	46250	43650
LOWER DECILE	35400	37700	39700	41300	42350	42900	43000	42450	40450
MEAN	43350	45700	47950	50100	52000	53700	55150	56500	57400
TOTAL NUMBER	79	151	99	95	51	51	65	84	180
OVER $88000	0	0	0	0	0	0	3	0	17
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29900	32000	34050	36100	38100	40000	41850	43550	45150
UPPER QUARTILE	26300	28000	29650	31300	32900	34400	35850	37250	38500
MEDIAN	24300	25950	27450	28950	30350	31650	32800	33900	34850
LOWER QUARTILE	22050	23600	25100	26500	27800	29000	30050	31050	31900
LOWER DECILE	20000	21450	22800	24100	25300	26350	27350	28200	28950
MEAN	24700	26350	28000	29550	31050	32400	33700	34900	35950
TOTAL NUMBER	50	59	72	120	97	77	77	72	57
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47900	50900	52750	53700	54150	54250	54250	54150	54100
UPPER QUARTILE	40800	43550	45500	46900	47800	48350	48700	48950	49050
MEDIAN	36500	38350	39550	40300	40750	41000	41150	41250	41250
LOWER QUARTILE	33300	34800	35700	36250	36550	36750	36850	36900	36900
LOWER DECILE	30150	31350	32050	32450	32650	32750	32850	32850	32850
MEAN	37750	39750	41000	41800	42250	42550	42700	42800	42800
TOTAL NUMBER	177	229	159	108	99	112	92	95	190
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

┅┅┅ Upper Decile
— — — Upper Quartile
━━━ Median
— — — Lower Quartile
┅┅┅ Lower Decile

ENGINEERING SERVICES, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29800	31250	32700	34200	35750	37300	38950	40400	42000
UPPER QUARTILE	26200	27600	29050	30500	31950	33400	34800	36250	37600
MEDIAN	24150	25600	27050	28500	29900	31250	32550	33800	35000
LOWER QUARTILE	22150	23500	24850	26100	27350	28550	29700	30750	31700
LOWER DECILE	20050	21300	22450	23650	24750	25850	26850	27800	28700
MEAN	24750	26050	27400	28750	30100	31400	32700	33950	35200
TOTAL NUMBER	51	45	63	101	83	56	56	67	47
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45100	49550	53650	57250	60300	62750	64700	66450	67900
UPPER QUARTILE	40250	43850	46900	49350	51200	52600	53550	54400	54950
MEDIAN	37150	39750	41750	43200	44200	44850	45300	45600	45700
LOWER QUARTILE	33450	35500	36950	37950	38550	39000	39250	39400	39450
LOWER DECILE	30300	32150	33450	34350	34950	35300	35550	35700	35750
MEAN	37450	40450	42850	44750	46150	47150	47800	48350	48700
TOTAL NUMBER	176	298	193	154	131	124	133	164	340
OVER $88000	0	0	0	0	0	0	0	0	17
UNDER $17000	0	0	0	0	0	0	0	0	0

ENGINEERING SERVICES, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	50500
UPPER QUARTILE	0	0	0	0	0	0	0	0	42750
MEDIAN	0	0	0	0	0	0	0	0	38200
LOWER QUARTILE	0	0	0	0	0	0	0	0	35200
LOWER DECILE	0	0	0	0	0	0	0	0	32000
MEAN	0	0	0	0	0	0	0	0	40250
TOTAL NUMBER	1	1	1	3	3	0	2	4	8
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51950	54350	56900	59650	62650	65900	69500	74750	85850
UPPER QUARTILE	44400	47000	49650	52350	55000	57650	60150	63200	67200
MEDIAN	39950	42550	45100	47500	49600	51400	52750	53650	52800
LOWER QUARTILE	36900	39350	41600	43650	45250	46400	46950	46700	43800
LOWER DECILE	34300	37450	40000	41700	42700	42950	42750	42050	40700
MEAN	41850	44250	46600	48850	50950	52800	54450	56200	57950
TOTAL NUMBER	44	113	63	70	43	36	49	71	163
OVER $88000	0	0	0	0	0	0	0	0	17
UNDER $17000	0	0	0	0	0	0	0	0	0

ENGINEERING SERVICES, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28350	29850	31400	32950	34550	36150	37700	39250	40800
UPPER QUARTILE	25950	27450	28900	30400	31850	33250	34600	35950	37200
MEDIAN	24100	25550	27050	28400	29750	31000	32150	33200	34200
LOWER QUARTILE	21850	23300	24700	26000	27250	28400	29500	30450	31300
LOWER DECILE	20000	21250	22450	23600	24700	25700	26600	27400	28150
MEAN	24200	25650	27100	28500	29850	31150	32400	33550	34600
TOTAL NUMBER	50	44	62	98	79	55	53	63	39
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43700	47500	50500	52600	53900	54500	54700	54500	54000
UPPER QUARTILE	39500	42350	44550	46100	47200	47900	48350	48650	48850
MEDIAN	35900	37800	39100	39950	40500	40850	41050	41150	41200
LOWER QUARTILE	32800	34400	35400	36050	36450	36700	36800	36900	36900
LOWER DECILE	29350	30650	31400	31850	32150	32250	32350	32400	32400
MEAN	36500	38700	40200	41200	41800	42200	42400	42550	42650
TOTAL NUMBER	132	184	129	84	88	88	83	92	177
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

ENGINEERING SERVICES, MS

```
YEARS SINCE B.S.      0      1      2      3      4      5      6      7      8

    UPPER DECILE      0  40000  41450  42900  44350  45800  47250  48700  50150
  UPPER QUARTILE      0  36400  37500  38600  39700  40850  42000  43200  44350
          MEDIAN      0  32200  33350  34500  35600  36650  37700  38700  39650
  LOWER QUARTILE      0  29300  30100  30850  31650  32400  33150  33900  34650
    LOWER DECILE      0  26400  27100  27850  28550  29300  30000  30700  31350

            MEAN      0  32400  33550  34750  35900  37000  38150  39250  40300

    TOTAL NUMBER      0     16     11     18     22     20     18     10     16
    OVER  $88000      0      0      0      0      0      0      0      0      0
    UNDER $17000      0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.   9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

    UPPER DECILE  53000  57150  60950  64400  67450  70000  72050  74100  75750
  UPPER QUARTILE  46750  50250  53650  56650  59050  60750  61550  61150  56650
          MEDIAN  41350  43600  45350  46600  47550  48150  48550  48850  49050
  LOWER QUARTILE  36000  37900  39500  40800  41750  42350  42650  42700  42200
    LOWER DECILE  32700  34500  36000  37250  38100  38650  38850  38700  37850

            MEAN  42350  45050  47250  49000  50300  51200  51750  52100  52250

    TOTAL NUMBER     65     61     58     40     19     32     21     15     28
    OVER  $88000      0      0      0      0      0      0      2      0      0
    UNDER $17000      0      0      0      0      0      0      0      0      0
```

ENGINEERING SERVICES, SUPERVISORY, MS

```
YEARS SINCE B.S.      0      1      2      3      4      5      6      7      8

    UPPER DECILE      0      0      0      0      0      0      0      0      0
  UPPER QUARTILE      0      0      0      0      0      0      0      0      0
          MEDIAN      0      0      0      0      0      0      0      0      0
  LOWER QUARTILE      0      0      0      0      0      0      0      0      0
    LOWER DECILE      0      0      0      0      0      0      0      0      0

            MEAN      0      0      0      0      0      0      0      0      0

    TOTAL NUMBER      0      1      2      1      3      0      0      1      1
    OVER  $88000      0      0      0      0      0      0      0      0      0
    UNDER $17000      0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.   9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

    UPPER DECILE  48550  55350  61400  66450  70500  73500  75600  77350  78400
  UPPER QUARTILE  46900  50950  55000  58850  62250  64950  66750  67450  63800
          MEDIAN  45150  48000  50550  52550  53950  54650  54600  53450  49400
  LOWER QUARTILE  36550  42350  45300  46200  45950  45400  44850  44400  44150
    LOWER DECILE  34000  39450  41200  41750  41900  41950  42000  42000  42000

            MEAN  44750  47750  50550  53100  55250  56800  57700  57750  54850

    TOTAL NUMBER     32     22     29     20      8     12     14     11     15
    OVER  $88000      0      0      0      0      0      0      2      0      0
    UNDER $17000      0      0      0      0      0      0      0      0      0
```

ENGINEERING SERVICES, NON-SUPERVISORY, MS

```
YEARS SINCE B.S.      0      1      2      3      4      5      6      7      8

    UPPER DECILE      0  36800  39250  41650  43950  46150  48150  50000  51600
  UPPER QUARTILE      0  34650  36200  37650  39000  40300  41450  42500  43450
          MEDIAN      0  32300  33250  34200  35100  36000  36850  37650  38450
  LOWER QUARTILE      0  29300  30100  30850  31600  32300  32950  33600  34200
    LOWER DECILE      0  25850  26650  27450  28200  28950  29650  30350  31000

            MEAN      0  31550  32850  34150  35400  36550  37650  38650  39600

    TOTAL NUMBER      0     15      9     17     18     20     18      9     14
    OVER  $88000      0      0      0      0      0      0      0      0      0
    UNDER $17000      0      0      0      0      0      0      0      0      0

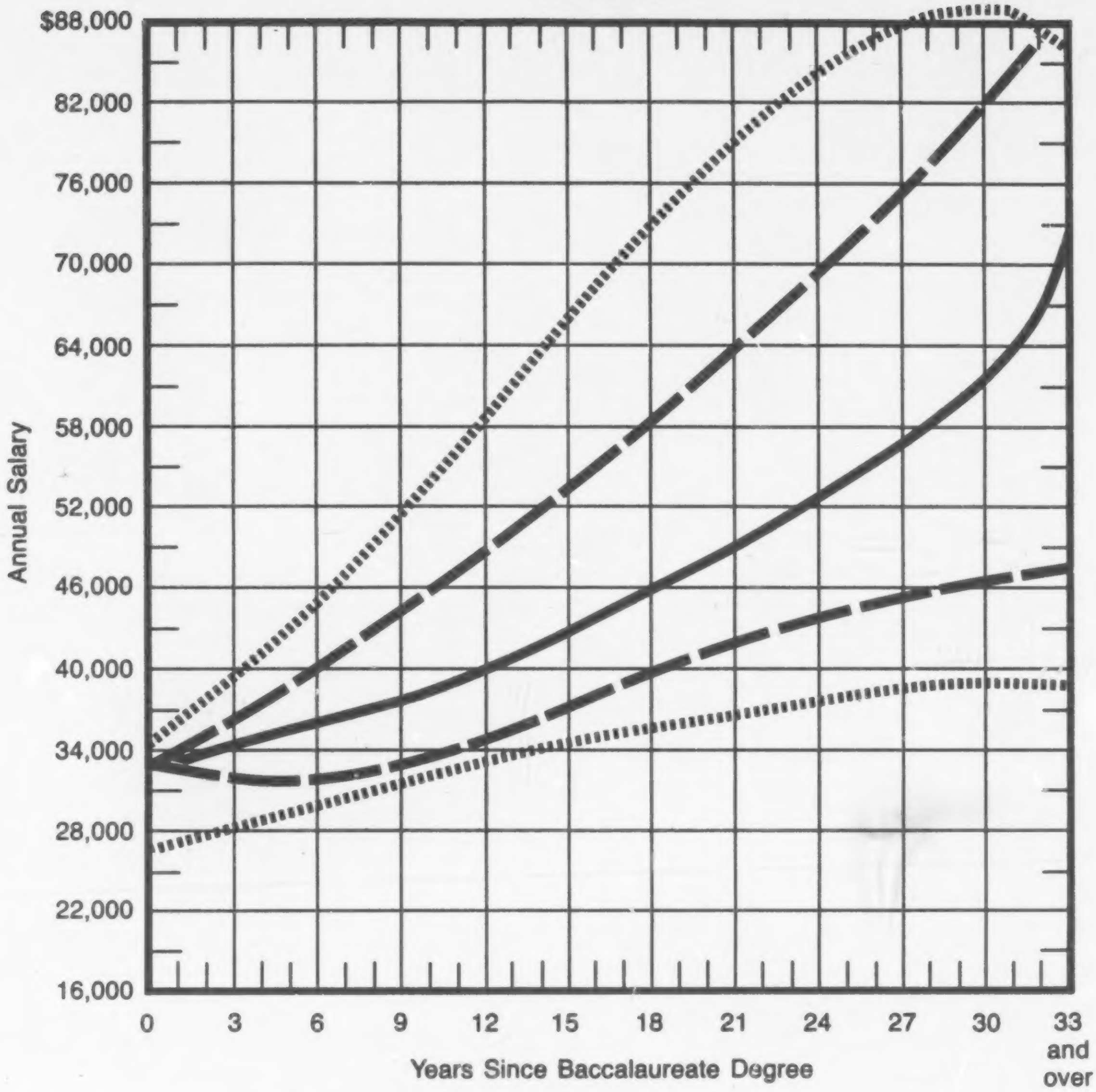
YEARS SINCE B.S.   9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

    UPPER DECILE  54150  56200  56600  55900  54750  53500  52400      0  50450
  UPPER QUARTILE  45100  46900  48150  48950  49450  49750  49900      0  50000
          MEDIAN  39850  41650  43050  44150  44950  45550  45900      0  46500
  LOWER QUARTILE  35300  36600  37550  38100  38350  38400  38250      0  37300
    LOWER DECILE  32150  33600  34600  35250  35600  35650  35550      0  34850

            MEAN  41200  42950  44050  44650  44850  44850  44750      0  44400

    TOTAL NUMBER     32     39     28     20     11     19      7      3     13
    OVER  $88000      0      0      0      0      0      0      0      0      0
    UNDER $17000      0      0      0      0      0      0      0      0      0
```

MINING
ALL ENGINEERS



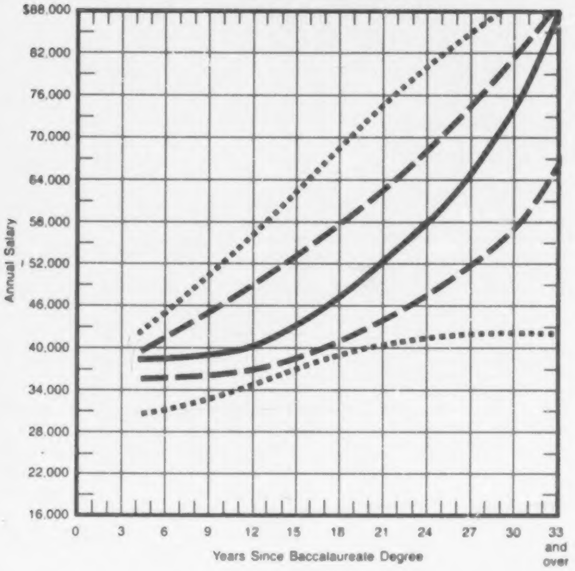
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34300	35900	37600	39350	41150	43050	45050	47100	49200
UPPER QUARTILE	33050	34100	35200	36300	37450	38700	39950	41250	42600
MEDIAN	32600	33050	33600	34100	34700	35300	35900	36550	37200
LOWER QUARTILE	33750	32600	31900	31500	31300	31350	31550	31850	32300
LOWER DECILE	26850	27300	27800	28300	28800	29300	29800	30300	30800
MEAN	31700	32500	33350	34200	35050	35950	36900	37800	38800
TOTAL NUMBER	16	19	21	13	45	21	29	17	20
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53650	60650	67800	74700	80800	85550	88600	89850	86250
UPPER QUARTILE	45450	50050	55100	60450	66050	71750	77250	83750	90300
MEDIAN	38650	41050	43750	46800	50150	53850	57900	63550	72750
LOWER QUARTILE	33450	35650	38100	40550	42750	44500	45800	46800	47300
LOWER DECILE	31800	33200	34550	35800	36850	37750	38450	38950	38700
MEAN	40800	43900	47250	50650	54150	57600	60950	64950	69850
TOTAL NUMBER	56	73	46	49	24	43	25	42	39
OVER $88000	0	0	0	2	1	1	1	12	15
UNDER $17000	0	0	0	0	0	0	0	0	0

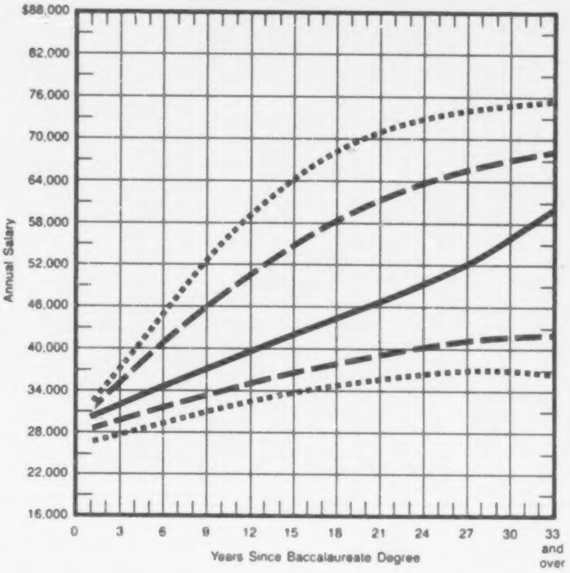
LEGEND

▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮	Upper Decile
— — — — —	Upper Quartile
━━━━━━━━	Median
– — – — –	Lower Quartile
▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮	Lower Decile

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	42300	43850	45450	47100	48800
UPPER QUARTILE	0	0	0	0	39550	40600	41650	42750	43850
MEDIAN	0	0	0	0	37600	37550	37650	37900	38200
LOWER QUARTILE	0	0	0	0	35600	35400	35300	35300	35350
LOWER DECILE	0	0	0	0	31400	31200	31300	31650	32200
MEAN	0	0	0	0	35950	36150	36650	37350	38300
TOTAL NUMBER	0	0	4	1	10	10	11	7	9
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52350	58100	64250	70600	0	82550	87300	91200	89500
UPPER QUARTILE	46250	50100	54300	58950	0	69550	75450	83950	99800
MEDIAN	39150	41350	44400	48450	0	59500	66550	76850	92450
LOWER QUARTILE	35800	37000	38850	41350	0	48050	52200	58150	67050
LOWER DECILE	33550	35900	38050	39700	0	41500	41850	42000	42050
MEAN	40700	45300	50650	56150	0	65400	68300	70500	71500
TOTAL NUMBER	29	31	14	24	4	17	9	25	21
OVER $88000	0	0	0	1	1	1	1	12	14
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	32150	34750	37400	40050	42750	45350	47950	50500
UPPER QUARTILE	0	31450	33200	35000	36850	38650	40450	42300	44050
MEDIAN	0	30850	31550	32200	32900	33650	34350	35100	35850
LOWER QUARTILE	0	28450	29000	29600	30150	30750	31350	31950	32500
LOWER DECILE	0	26800	27300	27850	28350	28850	29350	29850	30350
MEAN	0	30300	31400	32500	33650	34750	35900	37050	38200
TOTAL NUMBER	0	18	16	11	34	11	17	10	11
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55200	61350	66150	69700	72200	73750	74700	75300	75500
UPPER QUARTILE	47500	52250	56400	59800	62500	64500	65900	67050	67700
MEDIAN	37400	39800	42300	44850	47450	50050	52550	55650	60000
LOWER QUARTILE	33700	35400	37050	38550	39900	41000	41800	42450	42050
LOWER DECILE	31300	32700	34000	35100	36000	36700	37100	37200	36200
MEAN	40450	43750	46800	49500	51750	53550	54900	56100	57000
TOTAL NUMBER	27	42	31	24	19	25	16	16	18
OVER $88000	0	0	0	1	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

┅┅┅	Upper Decile
— — —	Upper Quartile
▬▬▬	Median
— — —	Lower Quartile
┅┅┅	Lower Decile

MINING, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	32800	34850	36950	39100	41300	43550	45800	48050
UPPER QUARTILE	0	32450	33500	34550	35650	36750	37950	39100	40350
MEDIAN	0	31050	31700	32350	33000	33700	34400	35100	35850
LOWER QUARTILE	0	28700	29250	29800	30400	30950	31550	32100	32700
LOWER DECILE	0	27200	27700	28200	28650	29150	29650	30150	30650
MEAN	0	30750	31600	32500	33450	34400	35350	36350	37350
TOTAL NUMBER	1	19	18	13	45	19	24	15	19
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52550	59050	65000	70150	74400	77700	80200	82300	83650
UPPER QUARTILE	42900	47000	51400	56050	60850	65850	70800	77300	86800
MEDIAN	37400	39850	42550	45450	48550	51950	55600	60900	71250
LOWER QUARTILE	33900	35750	37600	39400	41200	42950	44550	46400	48700
LOWER DECILE	31600	32950	34200	35300	36200	36900	37300	37450	36600
MEAN	39350	42550	45800	49100	52400	55600	58700	62400	67350
TOTAL NUMBER	44	60	36	33	14	31	20	36	33
OVER $88000	0	0	0	0	0	0	0	11	12
UNDER $17000	0	0	0	0	0	0	0	0	0

MINING, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	37050	39400	41800	44250	46750
UPPER QUARTILE	0	0	0	0	35750	37150	38550	39950	41450
MEDIAN	0	0	0	0	34550	35250	35950	36700	37500
LOWER QUARTILE	0	0	0	0	32950	33450	33900	34400	34900
LOWER DECILE	0	0	0	0	30600	31150	31700	32250	32800
MEAN	0	0	0	0	34350	35400	36450	37500	38600
TOTAL NUMBER	0	0	4	1	10	9	11	5	8
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

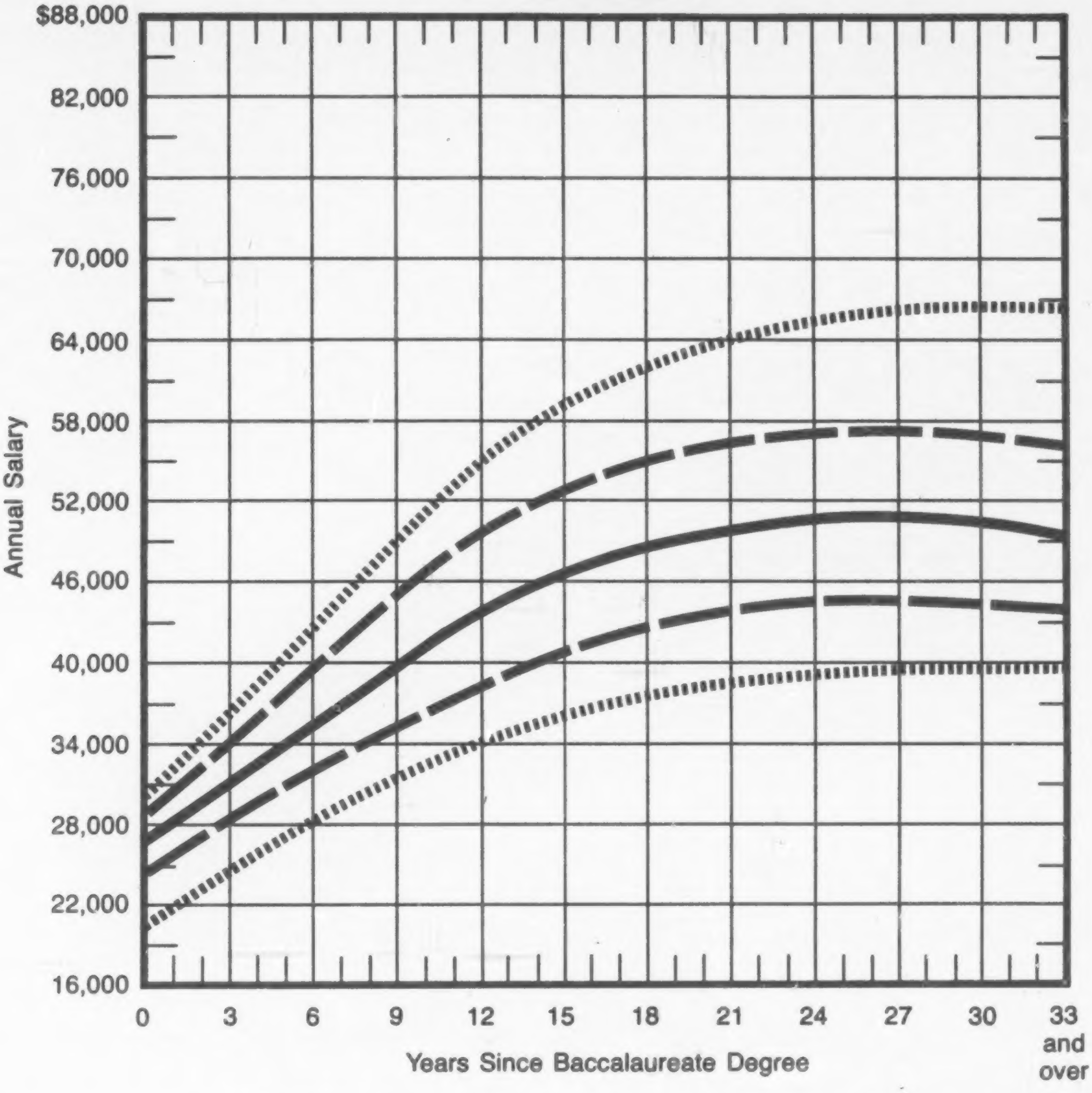
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51800	59250	66250	72400	0	81650	84650	87150	88750
UPPER QUARTILE	44500	49400	54600	59950	0	70800	75950	82150	89800
MEDIAN	39150	41900	45050	48700	0	57850	63650	73050	95500
LOWER QUARTILE	35950	37750	39700	41950	0	47450	50900	56400	70150
LOWER DECILE	33900	35550	37150	38700	0	41600	42900	44450	46400
MEAN	40900	44550	48400	52450	0	61000	65300	70850	79000
TOTAL NUMBER	22	23	11	18	1	14	8	21	17
OVER $88000	0	0	0	0	0	0	0	11	12
UNDER $17000	0	0	0	0	0	0	0	0	0

MINING, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	31800	34450	37150	39800	42400	44950	47350	49700
UPPER QUARTILE	0	31900	33100	34300	35550	36800	38050	39300	40550
MEDIAN	0	30050	30650	31250	31900	32500	33150	33800	34500
LOWER QUARTILE	0	28350	28900	29450	30000	30550	31100	31650	32200
LOWER DECILE	0	27000	27450	27900	28350	28800	29200	29650	30100
MEAN	0	30300	31250	32150	33050	34000	34900	35850	36750
TOTAL NUMBER	0	18	13	11	34	10	13	10	10
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53850	58950	62650	65150	66800	67800	68400	68700	68850
UPPER QUARTILE	43050	46750	50200	53400	56200	58650	60700	62700	64550
MEDIAN	35850	38000	40250	42600	45050	47550	50100	53450	58950
LOWER QUARTILE	33300	34900	36450	37900	39150	40200	40950	41600	41350
LOWER DECILE	30950	32100	33200	34100	34850	35400	35700	35750	34850
MEAN	38600	41250	43850	46200	48400	50300	51900	53600	55250
TOTAL NUMBER	21	37	24	15	12	17	12	15	16
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

RESEARCH LABORATORIES
ALL ENGINEERS

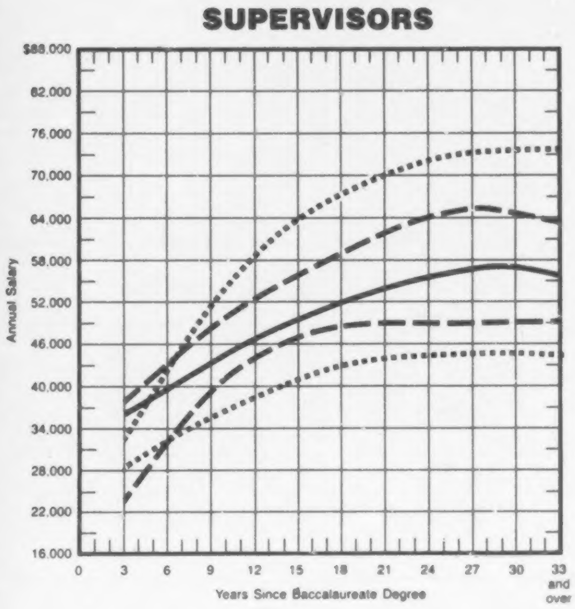


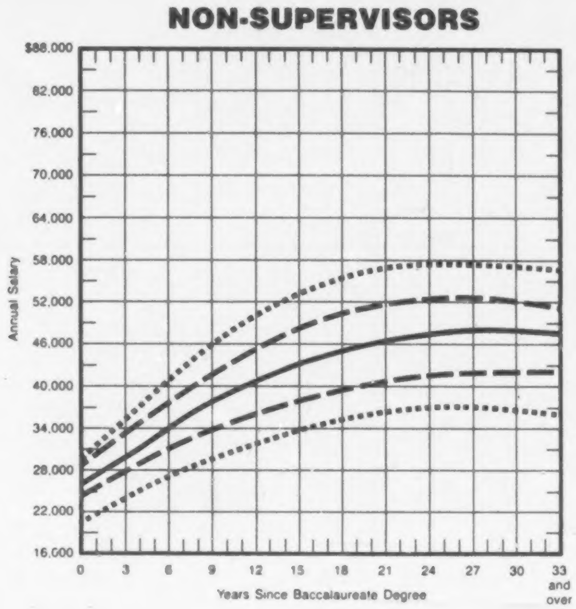
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30350	32350	34400	36500	38600	40750	42900	45000	47050
UPPER QUARTILE	28650	30400	32150	33950	35800	37650	39450	41250	42950
MEDIAN	26700	28100	29550	31000	32500	33950	35450	36900	38300
LOWER QUARTILE	24800	25950	27150	28300	29500	30650	31850	33000	34150
LOWER DECILE	20700	22000	23350	24650	25900	27150	28350	29450	30500
MEAN	26400	27900	29400	30900	32450	34000	35500	37050	38500
TOTAL NUMBER	149	123	247	244	291	260	307	243	437
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	5	2	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50950	56100	60150	62950	64750	65800	66250	66500	66450
UPPER QUARTILE	46250	50450	53650	55750	56900	57400	57450	57200	56750
MEDIAN	41000	44550	47350	49250	50350	50750	50700	50300	49450
LOWER QUARTILE	36300	39150	41450	43150	44200	44700	44850	44600	44050
LOWER DECILE	32450	34800	36600	37850	38700	39200	39500	39700	39750
MEAN	41350	45100	48050	50100	51350	51900	52050	51800	51250
TOTAL NUMBER	977	872	890	859	760	828	597	630	876
OVER $88000	0	0	0	4	0	22	2	6	5
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮	Upper Decile
— — — — —	Upper Quartile
━━━━━━━━	Median
— — — — —	Lower Quartile
▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮	Lower Decile


SUPERVISORS


NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	33200	36700	40250	43700	47050	50300
UPPER QUARTILE	0	0	0	38450	39900	41450	43000	44550	46150
MEDIAN	0	0	0	36750	38050	39350	40650	41950	43250
LOWER QUARTILE	0	0	0	23950	27400	30700	33800	36550	38950
LOWER DECILE	0	0	0	28550	29750	30950	32100	33300	34450
MEAN	0	0	0	36450	37750	39000	40300	41650	42950
TOTAL NUMBER	0	0	0	5	5	18	8	20	219
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56050	62800	67400	70300	72000	72950	73450	73700	73750
UPPER QUARTILE	49300	53950	58250	61900	64650	66300	66850	66100	62300
MEDIAN	45750	49300	52450	54900	56650	57650	57900	57300	55000
LOWER QUARTILE	42700	46050	47700	48500	48850	49000	49050	49100	49100
LOWER DECILE	36700	39700	42200	44000	45150	45700	45800	45500	44600
MEAN	45550	49350	52800	55650	57800	59150	59650	59150	56400
TOTAL NUMBER	219	283	264	431	310	301	195	239	352
OVER $88000	0	0	0	4	0	22	2	6	4
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30250	32250	34300	36300	38350	40300	42250	44100	45850
UPPER QUARTILE	29050	30550	32100	33650	35200	36750	38300	39800	41250
MEDIAN	26950	28200	29500	30750	32050	33300	34550	35800	36950
LOWER QUARTILE	24950	26050	27150	28250	29300	30350	31400	32400	33350
LOWER DECILE	21000	22200	23350	24500	25650	26800	27900	28950	29950
MEAN	26600	27950	29350	30700	32100	33500	34800	36150	37400
TOTAL NUMBER	149	123	247	238	286	242	299	223	218
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	5	2	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49050	52800	55350	56800	57500	57700	57650	57500	57300
UPPER QUARTILE	43950	47400	50050	51750	52700	53000	52950	52550	51850
MEDIAN	39200	42150	44450	46050	47050	47550	47650	47450	47000
LOWER QUARTILE	35150	37500	39350	40700	41600	42150	42450	42600	42600
LOWER DECILE	31750	33950	35450	36400	36900	37100	37100	37000	36900
MEAN	39750	42750	45000	46550	47400	47800	47850	47700	47350
TOTAL NUMBER	757	589	626	428	449	526	401	390	524
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6723

LEGEND

▪▪▪▪▪▪▪▪▪	Upper Decile
— — —	Upper Quartile
▬▬▬	Median
— — —	Lower Quartile
▪▪▪▪▪▪▪▪▪	Lower Decile

RESEARCH LABS, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	32800	35450	38100	40650	43100	45400	47600	49600
UPPER QUARTILE	29400	31300	33150	35050	36850	38600	40300	41900	43400
MEDIAN	28050	29200	30400	31650	32850	34050	35250	36450	37600
LOWER QUARTILE	26550	27400	28300	29150	30050	30950	31850	32750	33600
LOWER DECILE	25250	25900	26550	27150	27800	28500	29150	29800	30450
MEAN	27800	29300	30750	32200	33650	35050	36400	37700	38950
TOTAL NUMBER	125	113	173	155	124	140	125	70	74
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53150	57200	59950	61750	62850	63500	63850	64000	64050
UPPER QUARTILE	46200	49550	52100	53950	55200	56000	56450	56800	56900
MEDIAN	39850	42900	45400	47400	48800	49700	50150	50350	50200
LOWER QUARTILE	35350	37900	40150	42050	43500	44500	44950	44900	43500
LOWER DECILE	31800	33750	35550	37200	38500	39500	40050	40100	38250
MEAN	41300	44250	46600	48350	49650	50500	51050	51450	51600
TOTAL NUMBER	237	252	216	202	258	432	277	403	640
OVER $88000	0	0	0	1	0	1	0	1	2
UNDER $17000	0	0	0	0	0	0	0	0	0

RESEARCH LABS, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	46900	48000	49100	50250	51350
UPPER QUARTILE	0	0	0	0	40650	41650	42700	43750	44800
MEDIAN	0	0	0	0	36650	37600	38550	39500	40500
LOWER QUARTILE	0	0	0	0	33550	34350	35150	36000	36800
LOWER DECILE	0	0	0	0	32250	32900	33600	34300	35000
MEAN	0	0	0	0	37800	38700	39600	40550	41500
TOTAL NUMBER	0	0	2	2	7	10	5	6	9
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53650	57100	60500	63750	66750	69350	71450	73300	73400
UPPER QUARTILE	46900	50100	53300	56300	59050	61400	63250	64650	63950
MEDIAN	42450	45450	48350	51150	53650	55750	57300	58350	57250
LOWER QUARTILE	38500	41000	43450	45750	47850	49550	50900	51850	51100
LOWER DECILE	36350	38400	40350	42150	43750	45100	46100	46800	46250
MEAN	43400	46250	49050	51750	54150	56250	57850	59100	58600
TOTAL NUMBER	33	60	59	74	86	151	89	143	191
OVER $88000	0	0	0	1	0	1	0	1	1
UNDER $17000	0	0	0	0	0	0	0	0	0

RESEARCH LABS, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29850	32600	35400	38150	40800	43300	45650	47750	49650
UPPER QUARTILE	28950	31050	33150	35150	37050	38800	40450	41950	43350
MEDIAN	27650	29000	30350	31650	32950	34150	35350	36500	37550
LOWER QUARTILE	26600	27400	28250	29100	29950	30750	31600	32450	33250
LOWER DECILE	25400	26000	26600	27200	27800	28400	29000	29600	30200
MEAN	27550	29150	30700	32250	33700	35100	36400	37650	38800
TOTAL NUMBER	125	113	171	153	117	130	120	64	65
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52750	55800	57300	58000	58200	58200	58200	58150	58150
UPPER QUARTILE	45700	48350	50100	51200	51900	52250	52500	52600	52600
MEDIAN	39500	41950	43900	45300	46300	46950	47350	47600	47700
LOWER QUARTILE	34850	37100	39050	40600	41750	42500	42800	42700	41750
LOWER DECILE	31400	33150	34750	36150	37300	38150	38600	38650	37000
MEAN	40850	43300	45100	46350	47200	47700	47950	48150	48200
TOTAL NUMBER	204	192	157	128	172	281	188	260	449
OVER $88000	0	0	0	0	0	0	0	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

RESEARCH LABS, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	33650	35550	37550	39550	41550	43600	45600	47600
UPPER QUARTILE	0	33350	34700	36100	37550	39000	40450	41850	43300
MEDIAN	0	32050	33150	34250	35350	36500	37600	38750	39850
LOWER QUARTILE	0	30300	31150	32050	32900	33800	34700	35600	36500
LOWER DECILE	0	28650	29400	30100	30850	31550	32300	33050	33750
MEAN	0	31600	32800	34000	35250	36500	37750	39000	40200
TOTAL NUMBER	1	22	87	94	114	115	118	125	119
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51450	56700	61000	64150	66250	67450	68000	68150	67900
UPPER QUARTILE	46100	50050	53500	56300	58400	59750	60500	60700	60200
MEDIAN	42000	45100	47850	50150	51900	53100	53800	54050	53450
LOWER QUARTILE	38250	40800	43150	45200	46850	48050	48700	48800	47400
LOWER DECILE	35200	37300	39250	40950	42300	43300	43850	43950	42500
MEAN	42650	46050	49000	51450	53300	54500	55100	55250	54550
TOTAL NUMBER	327	312	305	319	375	326	214	218	381
OVER $88000	0	0	0	1	0	0	0	0	2
UNDER $17000	0	0	0	0	0	0	0	0	0

RESEARCH LABS, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	47900	50000
UPPER QUARTILE	0	0	0	0	0	0	0	44400	46000
MEDIAN	0	0	0	0	0	0	0	39300	40950
LOWER QUARTILE	0	0	0	0	0	0	0	36400	37950
LOWER DECILE	0	0	0	0	0	0	0	33200	34800
MEAN	0	0	0	0	0	0	0	40350	42050
TOTAL NUMBER	0	0	0	0	1	3	2	7	5
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54050	59800	64900	69000	71950	73900	74900	75300	74850
UPPER QUARTILE	49100	53600	57650	61100	63750	65550	66600	67050	66350
MEDIAN	44200	48800	52850	56100	58400	59850	60500	60550	59750
LOWER QUARTILE	40950	45200	48800	51600	53500	54600	55050	55000	54350
LOWER DECILE	38000	42300	45800	48300	49750	50350	50350	49950	49150
MEAN	45400	50050	54100	57250	59450	60750	61400	61450	60850
TOTAL NUMBER	28	49	89	100	110	127	70	90	126
OVER $88000	0	0	0	1	0	0	0	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

RESEARCH LABS, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	33350	35400	37450	39550	41600	43600	45550	47450
UPPER QUARTILE	0	33150	34650	36150	37650	39100	40500	41900	43200
MEDIAN	0	32200	33250	34350	35400	36500	37550	38600	39600
LOWER QUARTILE	0	30350	31200	32100	32950	33800	34650	35500	36300
LOWER DECILE	0	28950	29600	30250	30900	31550	32250	32900	33550
MEAN	0	31550	32800	34050	35300	36500	37750	38900	40050
TOTAL NUMBER	1	22	87	94	113	112	16	118	114
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50850	55050	58000	59850	60800	61200	61250	61100	60900
UPPER QUARTILE	45600	48700	51100	52850	54050	54800	55250	55550	55700
MEDIAN	41550	44200	46400	48150	49450	50250	50700	50850	50500
LOWER QUARTILE	37900	40150	42100	43650	44850	45600	46000	46050	45200
LOWER DECILE	34850	36700	38350	39850	41050	41900	42450	42550	41450
MEAN	42250	45100	47400	49100	50250	50950	51300	51450	51250
TOTAL NUMBER	299	263	216	219	265	199	144	128	255
OVER $88000	0	0	0	0	0	0	0	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

RESEARCH LABS, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	40200	0	43450	45100	46800	48550
UPPER QUARTILE	0	0	0	39350	0	41850	43150	44400	45700
MEDIAN	0	0	0	37700	0	39800	40800	41850	42900
LOWER QUARTILE	0	0	0	35900	0	37650	38550	39400	40250
LOWER DECILE	0	0	0	33700	0	35200	36000	36750	37500
MEAN	0	0	0	37400	0	39600	40700	41850	42950
TOTAL NUMBER	0	0	2	5	4	22	34	41	46
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52000	57100	61950	66150	69450	71800	73050	73200	71050
UPPER QUARTILE	48350	52200	55850	59150	61850	63850	65050	65450	63350
MEDIAN	44950	47950	50750	53150	55100	56550	57400	57650	56200
LOWER QUARTILE	42000	44450	46650	48600	50150	51300	52000	52250	51200
LOWER DECILE	39000	41200	43150	44900	46350	47400	48050	48250	47000
MEAN	45250	48550	51600	54350	56600	58250	59250	59550	57900
TOTAL NUMBER	209	217	258	344	291	185	143	79	131
OVER $88000	0	0	0	0	0	3	2	2	0
UNDER $17000	0	0	0	0	0	0	0	0	0

RESEARCH LABS, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	1	0	0	1
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

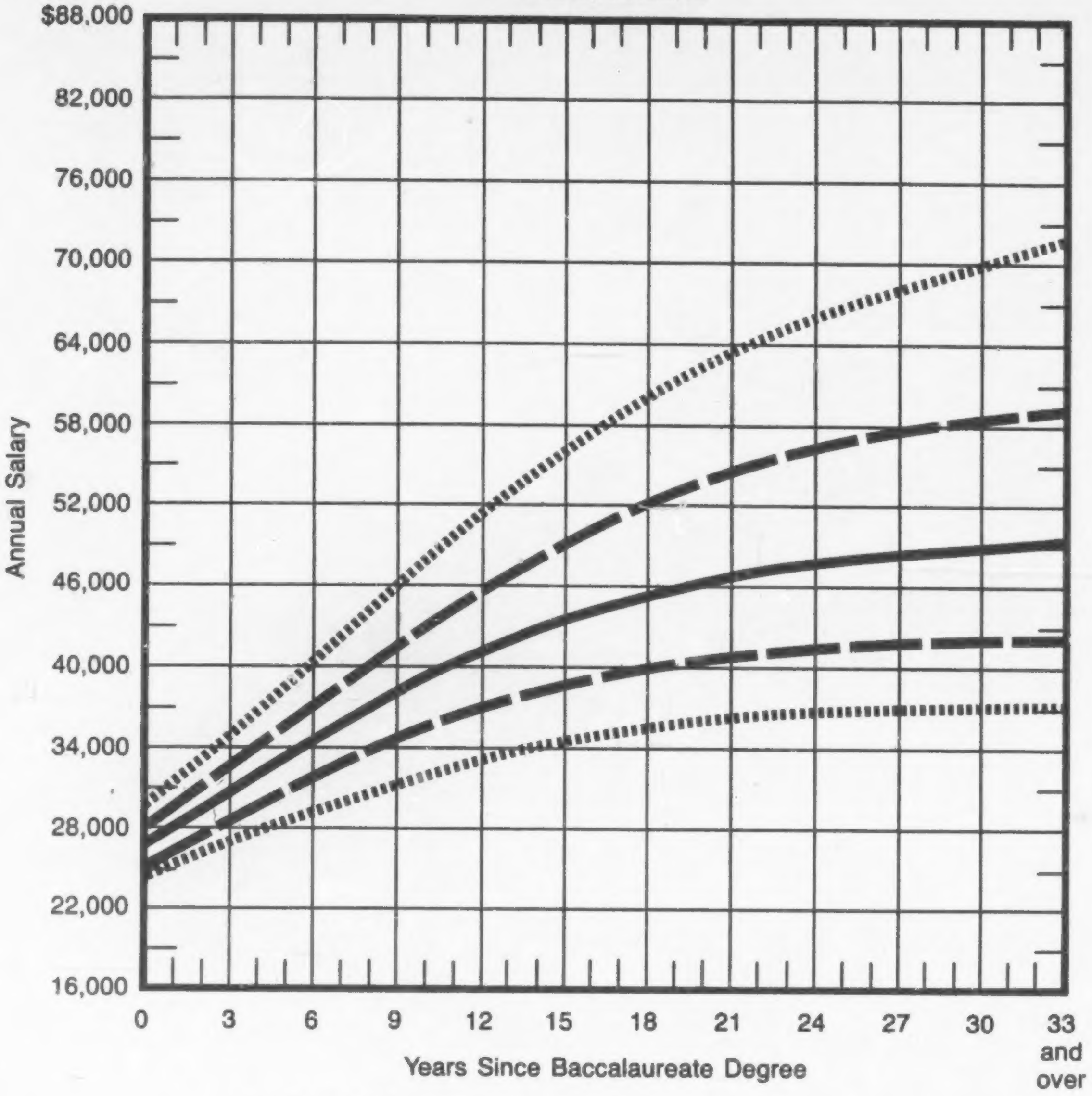
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58050	62450	66700	70650	74100	76900	78900	80100	78500
UPPER QUARTILE	54500	58100	61650	64950	67900	70300	72000	73100	71400
MEDIAN	49200	52700	56050	59050	61650	63750	65300	66500	[illegible]
LOWER QUARTILE	44450	48050	51300	54000	56150	57800	58950	59850	60450
LOWER DECILE	38750	43050	46800	49850	52150	53750	54800	55550	55950
MEAN	48850	52700	56400	59700	62500	64650	66200	67150	66550
TOTAL NUMBER	22	52	82	118	117	72	53	28	47
OVER $88000	0	0	0	0	0	3	2	2	0
UNDER $17000	0	0	0	0	0	0	0	0	0

RESEARCH LABS, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	41450	0	44050	45350	46650	48000
UPPER QUARTILE	0	0	0	39900	0	42150	43300	44400	45450
MEDIAN	0	0	0	38500	0	40200	41100	41950	42800
LOWER QUARTILE	0	0	0	36400	0	37950	38750	39500	40250
LOWER DECILE	0	0	0	34300	0	35650	36300	36950	37600
MEAN	0	0	0	37900	0	39850	40850	41800	42750
TOTAL NUMBER	0	0	2	5	4	21	34	41	45
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50550	54200	57500	60200	62200	63450	63900	63500	61050
UPPER QUARTILE	47600	50500	53050	55150	56700	57650	58100	58000	56750
MEDIAN	44500	46850	49000	50850	52300	53350	54000	54200	53200
LOWER QUARTILE	41750	43800	45650	47200	48450	49300	49800	49900	48900
LOWER DECILE	38850	40650	42250	43600	44700	45500	46050	46300	45750
MEAN	44650	47250	49600	51550	53050	54050	54550	54600	53400
TOTAL NUMBER	187	165	176	226	174	113	90	51	84
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

UTILITIES & SERVICES
ALL ENGINEERS



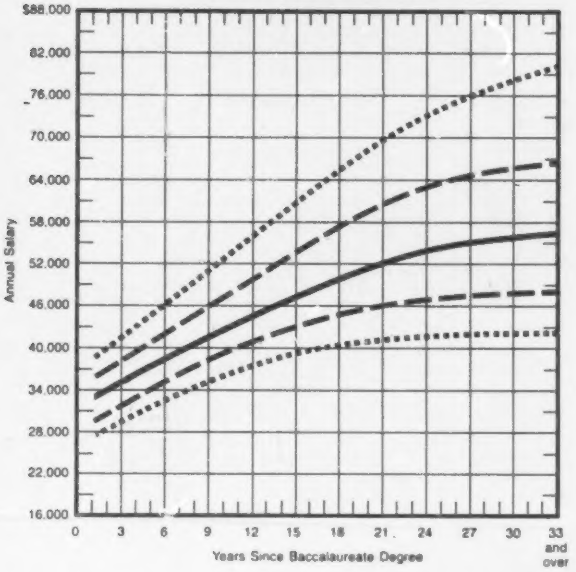
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	31850	33600	35350	37150	39000	40850	42700	44550
UPPER QUARTILE	28450	30000	31500	33050	34600	36150	37700	39200	40700
MEDIAN	26900	28300	29650	31050	32400	33700	35000	36250	37450
LOWER QUARTILE	25650	26850	28050	29200	30350	31450	32500	33500	34400
LOWER DECILE	24850	25800	26750	27650	28550	29400	30200	30950	31650
MEAN	27250	28600	30000	31350	32700	34050	35350	36650	37900
TOTAL NUMBER	473	876	995	848	713	683	622	573	546
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48200	53400	58150	62250	65600	68300	70300	72050	73300
UPPER QUARTILE	43600	47550	50950	53800	56050	57750	58950	60000	60650
MEDIAN	39650	42500	44800	46600	47900	48800	49450	49900	50200
LOWER QUARTILE	36100	38200	39750	40850	41650	42150	42500	42750	42900
LOWER DECILE	32950	34550	35700	36500	37050	37400	37650	37800	37850
MEAN	40250	43450	46100	48300	49950	51200	52050	52800	53250
TOTAL NUMBER	2193	1921	1009	825	651	605	395	532	1096
OVER $88000	0	2	5	3	10	10	15	15	65
UNDER $17000	0	0	0	1	0	0	0	1	0

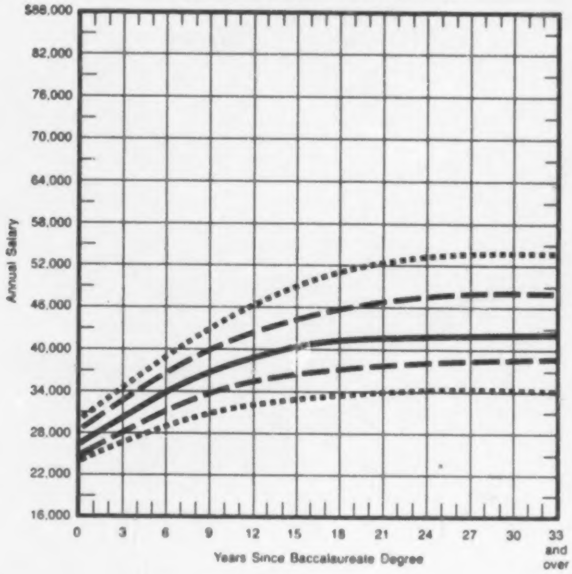
LEGEND

▮▮▮▮▮▮▮▮ Upper Decile
— — — — Upper Quartile
▬▬▬▬ Median
— — — — Lower Quartile
▮▮▮▮▮▮▮▮ Lower Decile

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	37900	39450	41000	42550	44150	45800	47450	49100
UPPER QUARTILE	0	34900	36250	37650	39050	40450	41850	43250	44650
MEDIAN	0	32250	33450	34650	35850	37100	38250	39450	40600
LOWER QUARTILE	0	29350	30650	31900	33100	34300	35450	36500	37550
LOWER DECILE	0	27750	28950	30150	31250	32300	33300	34250	35100
MEAN	0	32800	34050	35350	36600	37850	39100	40350	41550
TOTAL NUMBER	2	15	25	45	49	61	110	126	150
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52400	57300	62000	66350	70150	73350	75950	78500	80800
UPPER QUARTILE	47450	51400	55000	58150	60700	62650	64100	65300	66150
MEDIAN	42850	45900	48550	50750	52450	53700	54600	55350	55850
LOWER QUARTILE	39400	41750	43550	44900	45900	46550	47000	47350	47550
LOWER DECILE	36650	38450	39750	40650	41250	41650	41900	42100	42200
MEAN	43900	47200	50050	52450	54350	55800	56850	57750	58400
TOTAL NUMBER	815	947	552	443	398	385	239	341	770
OVER $88000	0	2	5	3	10	10	15	14	65
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29950	31700	33400	35050	36600	38150	39600	40950	42250
UPPER QUARTILE	28250	29900	31450	33000	34450	35850	37100	38300	39400
MEDIAN	26700	28200	29650	31000	32300	33450	34550	35550	36450
LOWER QUARTILE	25650	26850	28000	29100	30150	31100	32000	32800	33550
LOWER DECILE	24950	25850	26750	27550	28350	29050	29750	30400	30950
MEAN	27100	28550	29900	31200	32450	33600	34650	35650	36550
TOTAL NUMBER	471	861	970	803	664	622	512	447	396
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44500	47300	49300	50750	51700	52350	52750	53000	53100
UPPER QUARTILE	41350	43550	45100	46150	46850	47300	47550	47700	47750
MEDIAN	37950	39650	40800	41550	42000	42250	42350	42450	42450
LOWER QUARTILE	34750	36100	36950	37450	37700	37800	37900	37900	37900
LOWER DECILE	31950	33100	33800	34250	34450	34550	34550	34500	34450
MEAN	38150	39950	41250	42100	42650	43000	43200	43350	43400
TOTAL NUMBER	1378	974	457	382	253	[illegible]	156	191	326
OVER $88000	0	0	0	0	0	0	0	1	0
UNDER $17000	0	0	0	1	0	0	0	1	0

LEGEND

▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
━━━ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪ Lower Decile

UTILITIES & SERVICES, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30050	31700	33450	35200	36950	38750	40550	42400	44200
UPPER QUARTILE	28450	29950	31450	32950	34500	36000	37500	39000	40450
MEDIAN	26900	28250	29600	30950	32250	33550	34800	36000	37200
LOWER QUARTILE	25650	26850	28000	29150	30250	31350	32350	33350	34250
LOWER DECILE	24850	25800	26750	27600	28500	29300	30100	30800	31500
MEAN	27200	28550	29900	31200	32550	33850	35150	36400	37600
TOTAL NUMBER	465	849	944	796	661	611	550	479	441
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47750	52850	57450	61450	64750	67350	69300	71000	72200
UPPER QUARTILE	43300	47150	50500	53250	55450	57100	58350	59350	60050
MEDIAN	39350	42150	44400	46150	47450	48350	49000	49500	49800
LOWER QUARTILE	35900	37900	39450	40600	41350	41900	42250	42500	42650
LOWER DECILE	32750	34300	35400	36250	36850	37250	37500	37700	37800
MEAN	39950	43050	45700	47800	49450	50700	51550	52300	52750
TOTAL NUMBER	1804	1563	759	666	559	524	349	476	1014
OVER $88000	0	1	3	2	7	4	13	12	55
UNDER $17000	0	0	0	1	0	0	0	1	0

UTILITIES & SERVICES, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	37350	38900	40450	42000	43650	45250	46900	48550
UPPER QUARTILE	0	34550	35900	37300	38650	40050	41450	42850	44250
MEDIAN	0	32100	33300	34500	35700	36900	38050	39200	40350
LOWER QUARTILE	0	29450	30700	31900	33100	34250	35300	36350	37350
LOWER DECILE	0	28150	29250	30300	31300	32300	33200	34050	34850
MEAN	0	32600	33850	35100	36350	37550	38800	40000	41200
TOTAL NUMBER	1	14	22	43	47	57	95	102	124
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51800	56650	61250	65450	69100	72150	74650	77050	79250
UPPER QUARTILE	46950	50850	54350	57400	59900	61850	63300	64550	65550
MEDIAN	42550	45500	48100	50250	51900	53200	54100	54900	55500
LOWER QUARTILE	39150	41450	43250	44600	45550	46250	46700	47050	47250
LOWER DECILE	36300	38000	39300	40250	40950	41400	41700	41900	42000
MEAN	43500	46650	49450	51750	53650	55100	56200	57200	58000
TOTAL NUMBER	671	762	416	346	338	339	211	308	713
OVER $88000	0	1	3	2	7	4	13	12	55
UNDER $17000	0	0	0	0	0	0	0	0	0

UTILITIES & SERVICES, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29800	31550	33250	34900	36450	38000	39400	40750	42000
UPPER QUARTILE	28200	29850	31400	32900	34350	35700	36950	38150	39200
MEDIAN	26650	28150	29600	30950	32200	33350	34450	35400	36250
LOWER QUARTILE	25650	26850	28000	29100	30100	31050	31900	32650	33400
LOWER DECILE	24950	25850	26700	27500	28250	28950	29600	30250	30800
MEAN	27050	28450	29800	31100	32300	33450	34500	35500	36400
TOTAL NUMBER	464	835	922	753	614	554	455	377	317
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44250	46900	48850	50200	51100	51650	52000	52250	52350
UPPER QUARTILE	41050	43200	44650	45650	46300	46700	46900	47050	47100
MEDIAN	37750	39400	40500	41200	41650	41900	42050	42150	42150
LOWER QUARTILE	34550	35850	36700	37200	37500	37650	37750	37800	37850
LOWER DECILE	31750	32850	33600	34050	34350	34450	34550	34550	34600
MEAN	37950	39700	40950	41750	42300	42650	42850	42950	43000
TOTAL NUMBER	1133	801	343	320	221	185	138	168	301
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	1	0	0	0	1	0

UTILITIES & SERVICES, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33950	35300	36750	38250	39750	41300	42950	44600	46250
UPPER QUARTILE	30900	32150	33400	34700	36050	37400	38750	40150	41600
MEDIAN	28450	29700	30950	32250	33500	34800	36050	37250	38500
LOWER QUARTILE	26600	27750	28900	30050	31150	32250	33350	34350	35350
LOWER DECILE	25300	26250	27200	28100	29000	29900	30800	31650	32450
MEAN	29450	30600	31800	32950	34150	35400	36600	37800	39050
TOTAL NUMBER	7	26	50	49	51	68	71	94	101
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49750	55100	60450	65650	70450	74650	78100	81400	84150
UPPER QUARTILE	44450	48750	52900	56650	59850	62450	64300	65800	66250
MEDIAN	40800	44000	46700	48850	50550	51750	52600	53300	53750
LOWER QUARTILE	37200	39550	41400	42800	43750	44400	44800	45100	45300
LOWER DECILE	33950	35900	37350	38350	38900	39100	39050	38700	38050
MEAN	41450	44900	48050	50800	53000	54700	55900	56850	57350
TOTAL NUMBER	378	334	241	145	80	74	43	55	79
OVER $88000	0	1	2	1	3	6	2	3	9
UNDER $17000	0	0	0	0	0	0	0	0	0

UTILITIES & SERVICES, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	49900	51300	52750
UPPER QUARTILE	0	0	0	0	0	0	43750	45150	46550
MEDIAN	0	0	0	0	0	0	39250	40450	41650
LOWER QUARTILE	0	0	0	0	0	0	35950	37150	38350
LOWER DECILE	0	0	0	0	0	0	33400	34750	35900
MEAN	0	0	0	0	0	0	40500	41800	43050
TOTAL NUMBER	1	1	3	2	2	4	14	24	25
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

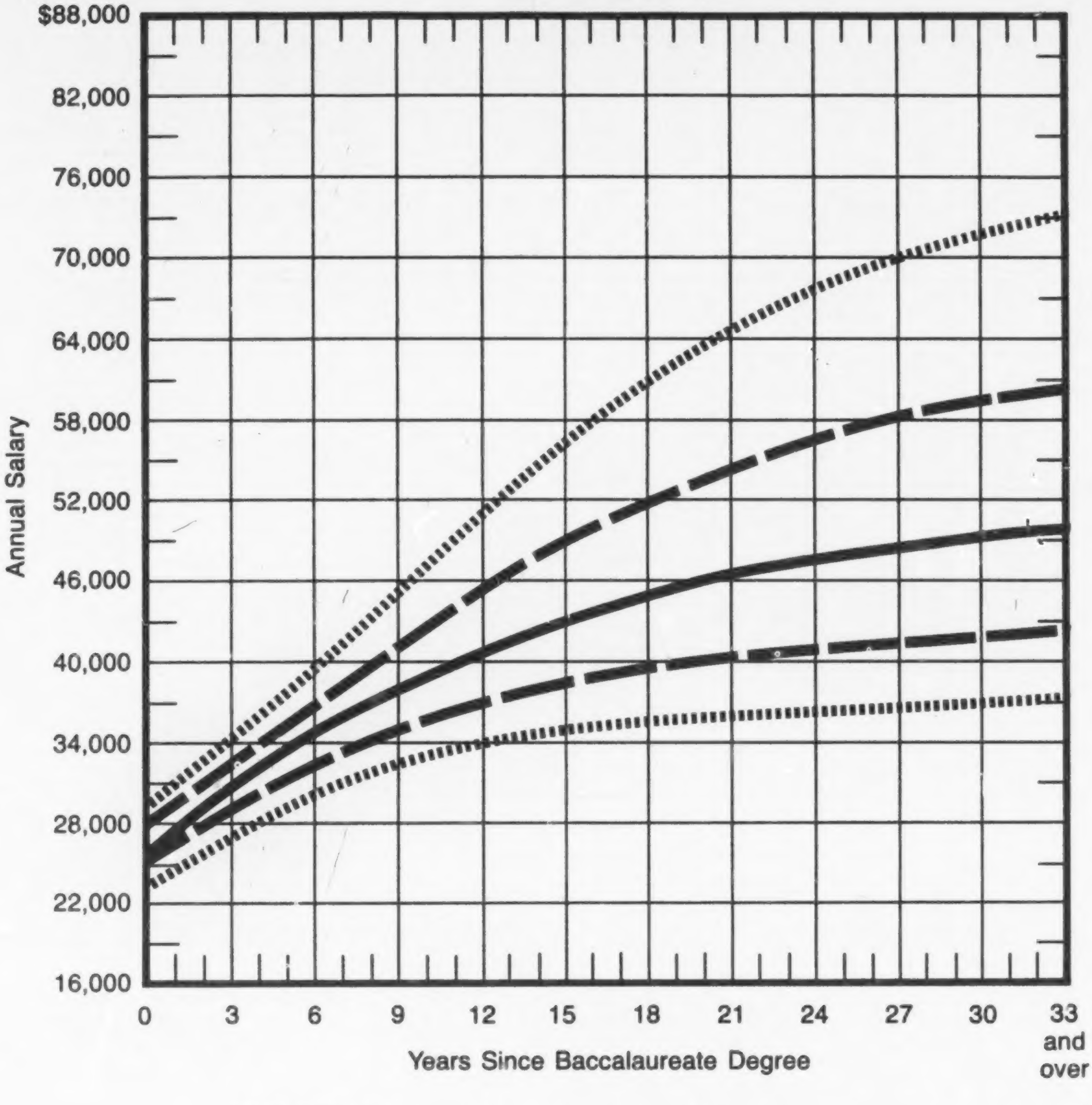
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55800	60450	65300	70150	74850	79150	82800	86300	87350
UPPER QUARTILE	49350	53600	57650	61450	64800	67650	69800	71700	72750
MEDIAN	44050	47450	50500	53250	55600	57550	59050	60550	61900
LOWER QUARTILE	40500	43250	45400	47050	48250	49100	49650	50100	50350
LOWER DECILE	37950	40200	41650	42550	43100	43400	43600	43700	43750
MEAN	45550	49150	52450	55350	57800	59800	61250	62550	63500
TOTAL NUMBER	140	172	129	89	51	41	26	33	55
OVER $88000	0	1	2	1	3	6	2	2	9
UNDER $17000	0	0	0	0	0	0	0	0	0

UTILITIES & SERVICES, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34700	35650	36600	37600	38600	39600	40650	41650	42700
UPPER QUARTILE	30950	32100	33250	34400	35550	36700	37800	38900	40000
MEDIAN	28350	29600	30850	32050	33200	34350	35450	36450	37400
LOWER QUARTILE	26950	28000	29000	29950	30900	31850	32700	33550	34300
LOWER DECILE	26100	26800	27550	28250	28950	29650	30350	30950	31600
MEAN	29550	30550	31600	32650	33650	34600	35550	36500	37400
TOTAL NUMBER	6	25	47	47	49	64	57	70	76
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44750	47850	50800	53500	55800	57650	58900	59550	58250
UPPER QUARTILE	42050	44800	47100	48850	50100	50900	51250	51350	51100
MEDIAN	39150	41250	42750	43700	44300	44600	44750	44800	44750
LOWER QUARTILE	35700	37350	38450	39100	39300	39200	38950	38500	37900
LOWER DECILE	32700	34150	35150	35750	35950	35750	35300	34350	32550
MEAN	39050	41200	42900	44150	45050	45550	45850	46000	45900
TOTAL NUMBER	238	162	112	56	29	33	17	22	24
OVER $88000	0	0	0	0	0	0	0	1	0
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRIC & GAS UTILITIES
ALL ENGINEERS



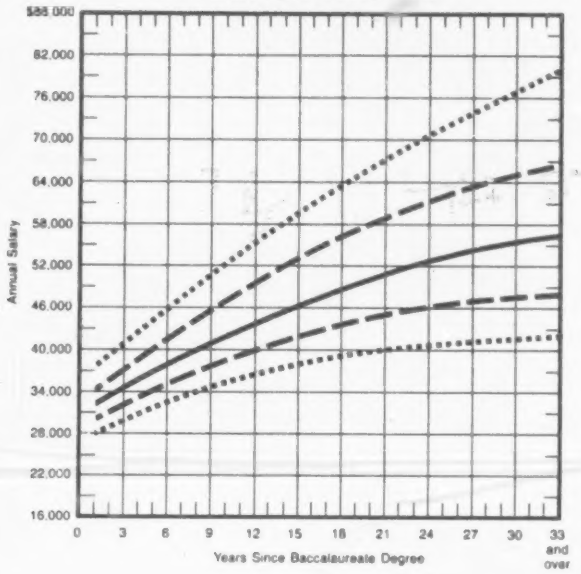
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	31850	33600	35350	37150	39000	40850	42700	44550
UPPER QUARTILE	28450	30000	31500	33050	34600	36150	37700	39250	40750
MEDIAN	26900	28300	29650	31050	32400	33700	35000	36250	37450
LOWER QUARTILE	25650	26850	28050	29250	30400	31450	32500	33500	34450
LOWER DECILE	24900	25850	26800	27700	28600	29450	30250	31000	31750
MEAN	27300	28650	30000	31350	32700	34050	35350	36650	37900
TOTAL NUMBER	470	872	993	845	709	682	617	570	544
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48200	53450	58150	62250	65650	68300	70300	72100	73350
UPPER QUARTILE	43600	47550	51000	53800	56050	57750	59000	60000	60700
MEDIAN	39650	42550	44850	46600	47900	48850	49450	49950	50250
LOWER QUARTILE	36150	38250	39800	40900	41700	42200	42550	42800	42950
LOWER DECILE	33000	34600	35750	36600	37150	37450	37700	37800	37900
MEAN	40300	43500	46150	48300	50000	51250	52100	52850	53300
TOTAL NUMBER	2186	1912	1007	824	649	603	394	529	1092
OVER $88000	0	2	5	3	10	10	5	15	65
UNDER $17000	0	0	0	1	0	0	0	1	0

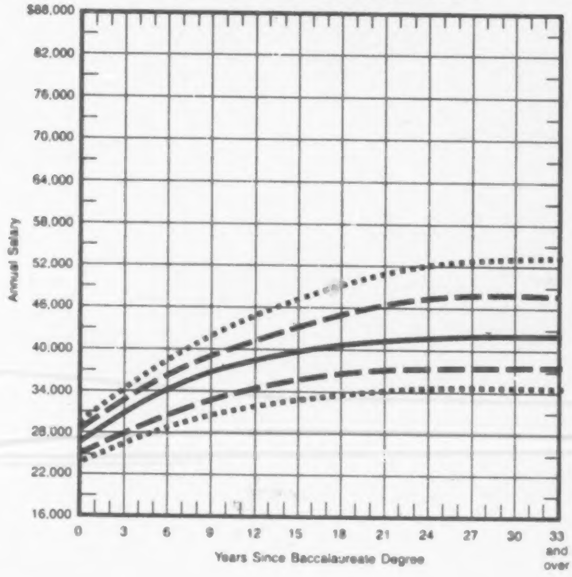
LEGEND

▮▮▮▮▮▮▮▮▮▮▮▮ **Upper Decile**
— — — — **Upper Quartile**
▬▬▬▬ **Median**
— — — — **Lower Quartile**
▮▮▮▮▮▮▮▮▮▮▮▮ **Lower Decile**

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	37700	39250	40800	42400	44050	45700	47350	49050
UPPER QUARTILE	0	34900	36250	37650	39050	40450	41850	43250	44650
MEDIAN	0	32200	33450	34650	35850	37100	38300	39450	40600
LOWER QUARTILE	0	29350	30650	31900	33150	34300	35450	36550	37550
LOWER DECILE	0	27800	29000	30150	31300	32350	33350	34250	35150
MEAN	0	32750	34000	35300	36550	37850	39100	40350	41550
TOTAL NUMBER	2	15	25	44	49	61	109	126	149
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52400	57350	62050	66400	70200	73400	76000	78500	80850
UPPER QUARTILE	47450	51450	55050	58150	60700	62700	64150	65350	66200
MEDIAN	42850	45950	48600	50800	52500	53750	54650	55350	55850
LOWER QUARTILE	39450	41800	43600	44950	45950	46600	47050	47400	47600
LOWER DECILE	36650	38450	39750	40700	41300	41700	41950	42150	42250
MEAN	43950	47200	50050	52450	54350	55800	56850	57750	58500
TOTAL NUMBER	813	946	551	443	396	383	239	340	767
OVER $88000	0	2	5	3	10	10	15	14	65
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29950	31700	33400	35050	36650	38150	39600	40950	42250
UPPER QUARTILE	28250	29900	31450	33000	34450	35850	37150	38350	39450
MEDIAN	26700	28200	29650	31050	32300	33500	34600	35550	36450
LOWER QUARTILE	25650	26850	28050	29150	30200	31150	32050	32850	33600
LOWER DECILE	24950	25900	26750	27600	28400	29150	29850	30450	31050
MEAN	27100	28550	29900	31200	32450	33600	34700	35700	36600
TOTAL NUMBER	468	857	968	801	660	621	508	444	395
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44550	47300	49350	50750	51750	52400	52750	53050	53150
UPPER QUARTILE	41350	43600	45150	46200	46900	47300	47550	47700	47750
MEDIAN	38000	39700	40850	41550	42000	42250	42400	42450	42500
LOWER QUARTILE	34850	36150	37000	37500	37750	37850	37900	37950	37950
LOWER DECILE	32050	33150	33850	34300	34500	34600	34600	34600	34550
MEAN	38200	40000	41300	42150	42700	43050	43250	43400	43450
TOTAL NUMBER	1373	966	456	381	253	220	155	189	325
OVER $88000	0	0	0	0	0	0	0	1	0
UNDER $17000	0	0	0	1	0	0	0	1	0

LEGEND

┅┅┅ Upper Decile
— — — Upper Quartile
━━━ Median
— - — Lower Quartile
┅┅┅ Lower Decile

ELEC & GAS UTILITIES, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30050	31700	33450	35200	36950	38750	40600	42400	44200
UPPER QUARTILE	28450	29950	31450	33000	34500	36050	37550	39050	40500
MEDIAN	26900	28250	29600	30950	32300	33550	34850	36050	37200
LOWER QUARTILE	25650	26850	28050	29200	30300	31350	32400	33350	34300
LOWER DECILE	24850	25850	26750	27650	28550	29350	30150	30900	31600
MEAN	27250	28550	29900	31250	32550	33850	35150	36450	37650
TOTAL NUMBER	462	845	942	793	657	610	545	476	439
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47800	52900	57500	61500	64800	67400	69350	71050	72250
UPPER QUARTILE	43300	47200	50550	53300	55500	57150	58350	59400	60050
MEDIAN	39400	42200	44450	46200	47500	48400	49050	49550	49800
LOWER QUARTILE	35950	38000	39500	40650	41400	41950	42300	42550	42700
LOWER DECILE	32850	34250	35500	36300	36900	37300	37550	37750	37850
MEAN	40000	43100	45750	47850	49500	50750	51600	52350	52800
TOTAL NUMBER	1797	1554	757	665	557	522	349	473	1010
OVER $88000	0	1	3	2	7	4	13	12	55
UNDER $17000	0	0	0	1	0	0	0	1	0

ELEC & GAS UTILITIES, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	37100	38650	40200	41850	43450	45150	46800	48450
UPPER QUARTILE	0	34550	35900	37250	38650	40050	41450	42850	44250
MEDIAN	0	32100	33300	34500	35700	36900	38050	39200	40350
LOWER QUARTILE	0	29500	30700	31950	33100	34250	35350	36400	37350
LOWER DECILE	0	28200	29300	30350	31350	32300	33200	34050	34850
MEAN	0	32550	33800	35050	36300	37550	38800	40000	41200
TOTAL NUMBER	1	14	22	42	47	57	94	102	123
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51800	56700	61300	65500	69150	72200	74700	77100	79250
UPPER QUARTILE	46950	50850	54400	57450	59950	61900	63350	64600	65600
MEDIAN	42550	45550	48150	50250	51950	53200	54150	54900	55500
LOWER QUARTILE	39200	41450	43250	44600	45600	46300	46750	47100	47350
LOWER DECILE	36300	38050	39350	40300	41000	41450	41750	41950	42050
MEAN	43500	46700	49450	51800	53700	55150	56250	57250	58050
TOTAL NUMBER	669	761	415	345	336	337	211	307	710
OVER $88000	0	1	3	2	7	4	13	12	55
UNDER $17000	0	0	0	0	0	0	0	0	0

ELEC & GAS UTILITIES, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29800	31550	33250	34900	36500	38000	39400	40750	42000
UPPER QUARTILE	28200	29850	31400	32950	34350	35700	37000	38150	39200
MEDIAN	26650	28150	29600	30950	32200	33400	34450	35400	36300
LOWER QUARTILE	25650	26850	28000	29100	30100	31050	31950	32750	33450
LOWER DECILE	24950	25850	26700	27550	28300	29050	29700	30350	30900
MEAN	27050	28450	29800	31100	32350	33500	34550	35550	36450
TOTAL NUMBER	461	831	920	751	610	553	451	374	316
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44250	46900	48850	50200	51100	51700	52050	52250	52350
UPPER QUARTILE	41100	43200	44700	45700	46300	46700	46950	47100	47150
MEDIAN	37800	39450	40550	41250	41700	41950	42100	42150	42200
LOWER QUARTILE	34650	35900	36750	37250	37500	37700	37800	37850	37850
LOWER DECILE	31850	32950	33700	34100	34400	34500	34600	34650	34650
MEAN	38000	39750	41000	41800	42350	42650	42850	43000	43050
TOTAL NUMBER	1128	793	342	319	221	185	138	166	300
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	1	0	0	0	1	0

ELEC & GAS UTILITIES, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33950	35300	36750	38250	39750	41300	42950	44600	46250
UPPER QUARTILE	30900	32150	33400	34700	36050	37400	38750	40150	41600
MEDIAN	28450	29700	30950	32250	33500	34800	36050	37250	38500
LOWER QUARTILE	26650	27750	28900	30050	31150	32250	33350	34350	35350
LOWER DECILE	25400	26350	27250	28150	29000	29900	30750	31600	32400
MEAN	29450	30600	31800	32950	34150	35400	36600	37800	39050
TOTAL NUMBER	7	26	50	49	51	68	71	94	101
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49750	55100	60450	65650	70450	74650	78100	81400	84150
UPPER QUARTILE	44450	48750	52900	56650	59900	62450	64350	65800	66300
MEDIAN	40800	44000	46700	48900	50550	51800	52650	53350	53850
LOWER QUARTILE	37200	39550	41450	42850	43800	44500	44900	45200	45400
LOWER DECILE	33900	35850	37400	38450	39050	39300	39250	38850	38000
MEAN	41450	44900	48050	50800	53050	54750	55950	56900	57400
TOTAL NUMBER	378	334	241	145	80	74	42	55	79
OVER $88000	0	1	2	1	3	6	2	3	9
UNDER $17000	0	0	0	0	0	0	0	0	0

ELEC & GAS UTILITIES, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	49900	51300	52750
UPPER QUARTILE	0	0	0	0	0	0	43750	45150	46550
MEDIAN	0	0	0	0	0	0	39250	40450	41650
LOWER QUARTILE	0	0	0	0	0	0	35950	37150	38350
LOWER DECILE	0	0	0	0	0	0	33400	34750	35900
MEAN	0	0	0	0	0	0	40500	41800	43050
TOTAL NUMBER	1	1	3	2	2	4	14	24	25
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

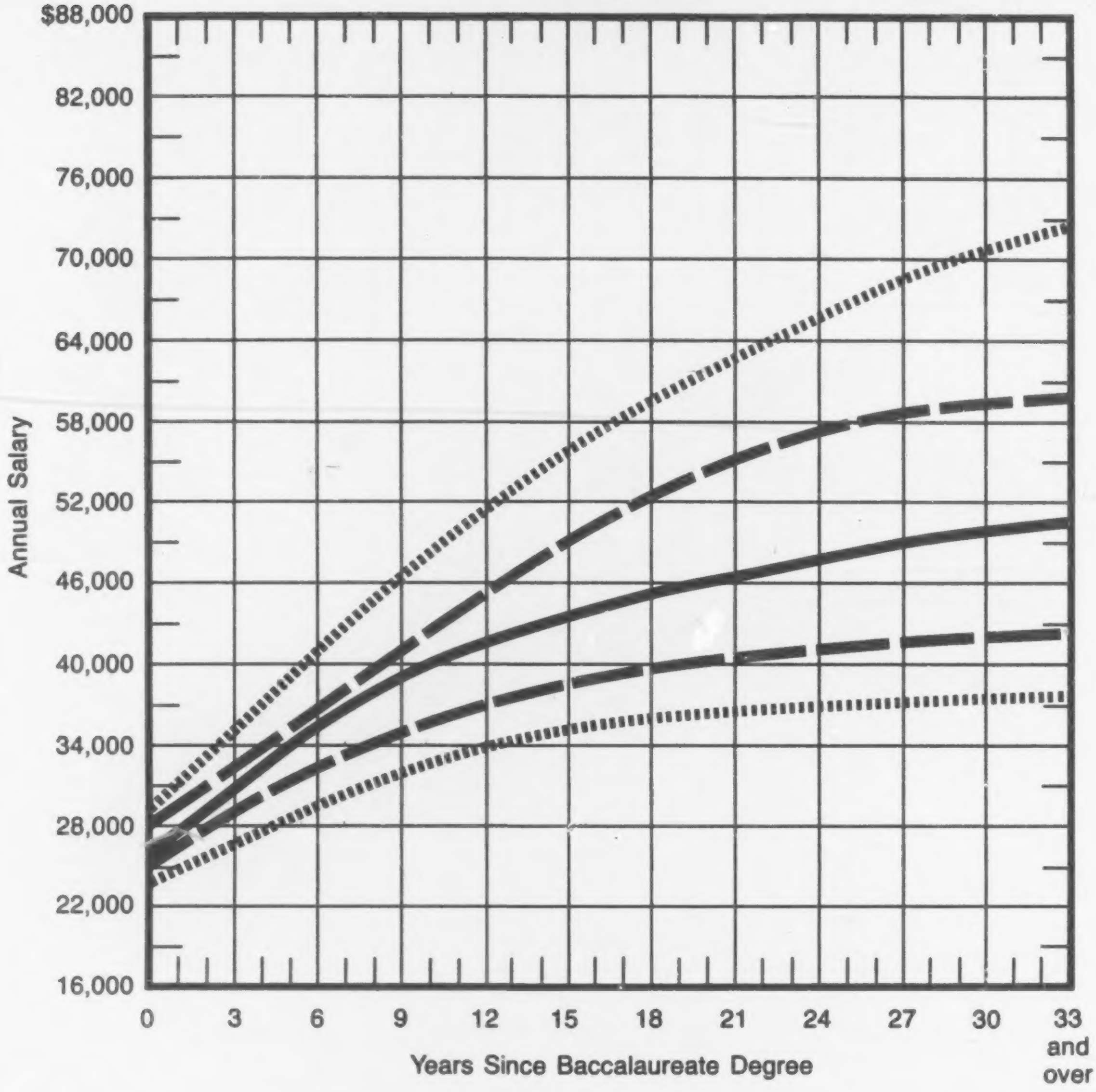
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55800	60450	65300	70150	74850	79150	82800	86300	87350
UPPER QUARTILE	49350	53600	57650	61450	64800	67650	69800	71700	72750
MEDIAN	44050	47450	50500	53250	55600	57550	59050	60550	61900
LOWER QUARTILE	40500	43250	45400	47050	48250	49100	49650	50100	50350
LOWER DECILE	37950	40200	41650	42550	43100	43400	43600	43700	43750
MEAN	45550	49150	52450	55350	57800	59800	61250	62550	63500
TOTAL NUMBER	140	172	129	89	51	41	26	33	55
OVER $88000	0	1	2	1	3	6	2	2	9
UNDER $17000	0	0	0	0	0	0	0	0	0

ELEC & GAS UTILITIES, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34700	35650	36600	37600	38600	39600	40650	41650	42700
UPPER QUARTILE	30950	32100	33250	34400	35550	36700	37800	38900	40000
MEDIAN	28350	29600	30850	32050	33250	34350	35450	36450	37450
LOWER QUARTILE	27000	28000	29000	29950	30900	31800	32700	33550	34300
LOWER DECILE	26100	26800	27550	28250	28950	29650	30350	30950	31600
MEAN	29550	30600	31600	32650	33650	34600	35550	36500	37400
TOTAL NUMBER	6	25	47	47	49	64	57	70	76
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44750	47850	50800	53500	55800	57650	58900	59600	58350
UPPER QUARTILE	42050	44800	47100	48900	50150	50900	51300	51400	51150
MEDIAN	39150	41250	42750	43700	44350	44700	44850	44950	44950
LOWER QUARTILE	35700	37350	38500	39100	39350	39300	39050	38650	38050
LOWER DECILE	32700	34150	35150	35750	35950	35750	35300	34400	32550
MEAN	39050	41200	42900	44200	45100	45650	45950	46050	46050
TOTAL NUMBER	238	162	112	56	29	33	16	22	24
OVER $88000	0	0	0	0	0	0	0	1	0
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRIC UTILITIES
ALL ENGINEERS



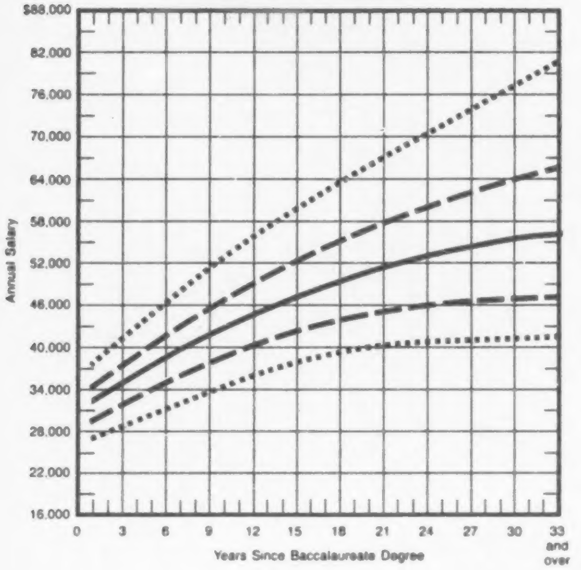
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30050	31750	33450	35250	37050	38850	40650	42500	44350
UPPER QUARTILE	28400	29900	31450	33000	34550	36100	37650	39150	40650
MEDIAN	26850	28250	29650	31000	32350	33700	35000	36200	37400
LOWER QUARTILE	25650	26850	28050	29250	30350	31450	32500	33500	34450
LOWER DECILE	24850	25850	26800	27750	28650	29500	30300	31050	31750
MEAN	27250	28600	29950	31300	32650	34000	35300	36600	37850
TOTAL NUMBER	441	830	934	789	651	639	575	529	512
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47950	53100	57800	61800	65150	67800	69800	71550	72800
UPPER QUARTILE	43500	47400	50800	53550	55750	57400	58600	59600	60200
MEDIAN	39600	42450	44700	46450	47700	48600	49200	49650	49900
LOWER QUARTILE	36150	38200	39750	40850	41600	42100	42400	42650	42800
LOWER DECILE	33050	34600	35750	36550	37100	37400	37600	37750	37850
MEAN	40200	43400	46000	48150	49800	51000	51650	52550	53000
TOTAL NUMBER	2082	1817	943	783	610	563	357	485	986
OVER $88000	0	1	5	3	8	9	13	15	59
UNDER $17000	0	0	0	1	0	0	0	1	0

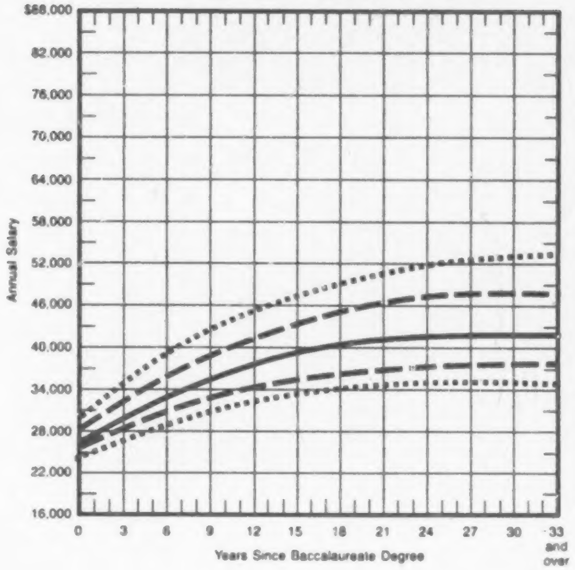
LEGEND

┊┊┊┊┊┊┊┊ Upper Decile
— — — — Upper Quartile
━━━━━ Median
— — — — Lower Quartile
┊┊┊┊┊┊┊┊ Lower Decile

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	37500	39000	40550	42150	43750	45400	47050	48700
UPPER QUARTILE	0	34500	35850	37250	38700	40100	41550	42950	44400
MEDIAN	0	31950	33150	34400	35650	36900	38100	39300	40450
LOWER QUARTILE	0	29150	30450	31750	33000	34200	35350	35450	37450
LOWER DECILE	0	27500	28800	30000	31150	32250	33300	34250	35100
MEAN	0	32600	33850	35100	36400	37650	38900	40150	41350
TOTAL NUMBER	2	15	25	43	44	55	101	114	138
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52000	56950	61650	66050	69900	73250	75950	78700	81300
UPPER QUARTILE	47150	51150	54700	57800	60300	62250	63650	64850	65800
MEDIAN	42700	45750	48350	50500	52150	53400	54300	55100	55700
LOWER QUARTILE	39350	41700	43500	44800	45750	46400	46800	47100	47300
LOWER DECILE	36650	38450	39700	40550	41150	41500	41700	41900	41950
MEAN	43700	47000	49800	52200	54100	55550	56600	57500	58250
TOTAL NUMBER	769	891	512	418	367	356	217	303	685
OVER $88000	0	1	5	3	8	9	13	14	59
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29850	31600	33300	34950	36550	38100	39550	40950	42250
UPPER QUARTILE	28150	29800	31400	32950	34400	35800	37100	38300	39400
MEDIAN	26650	28150	29600	31000	32300	33450	34550	35550	36450
LOWER QUARTILE	25650	26850	28050	29150	30200	31150	32050	32900	33600
LOWER DECILE	24950	25900	26750	27650	28450	29200	29900	30550	31100
MEAN	27050	28500	29850	31200	32450	33600	34700	35700	36600
TOTAL NUMBER	439	815	909	746	607	584	474	415	374
OVER $86000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-2[illegible]	[illegible]-29	30-32	33+
UPPER DECILE	44550	47350	49400	50850	51850	52450	52850	53150	53250
UPPER QUARTILE	41350	43600	45150	46250	46950	47350	47600	47750	47850
MEDIAN	38000	39700	40850	41600	42050	42300	42450	42550	42600
LOWER QUARTILE	34850	36200	37050	37500	37750	37850	37900	37950	37950
LOWER DECILE	32100	33250	33950	34350	34550	34650	34650	34600	34550
MEAN	38200	40050	41300	42200	42750	43100	43300	43400	43500
TOTAL NUMBER	1313	926	431	365	243	207	140	182	301
OVER $88000	0	0	0	0	0	0	0	1	0
UNDER $17000	0	0	0	1	0	0	0	1	0

LEGEND

⋯⋯⋯ Upper Decile
— — — Upper Quartile
━━━ Median
— — — Lower Quartile
⋯⋯⋯ Lower Decile

ELECTRIC UTILITIES, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29950	31600	33300	35050	36800	38600	40400	42200	44000
UPPER QUARTILE	28400	29900	31400	32900	34400	35950	37450	38950	40400
MEDIAN	26850	28250	29600	30950	32250	33550	34800	36000	37150
LOWER QUARTILE	25650	26850	28050	29200	30300	31400	32400	33400	34300
LOWER DECILE	24850	25850	26800	27700	28550	29400	30200	30900	31600
MEAN	27200	28500	29850	31200	32500	33800	35100	36350	37500
TOTAL NUMBER	434	804	885	739	603	571	507	442	416
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47550	52650	57250	61200	54500	67100	69050	70750	72000
UPPER QUARTILE	43200	47050	50350	53050	55250	56850	58050	59050	59650
MEDIAN	39350	42100	44350	46050	47300	48200	48800	49300	49550
LOWER QUARTILE	35950	37950	39500	40600	41350	41850	42200	42450	42600
LOWER DECILE	32850	34400	35500	36350	36900	37250	37500	37700	37800
MEAN	39900	43000	45650	47750	49350	50550	51400	52150	52600
TOTAL NUMBER	1708	1477	713	635	525	487	315	432	915
OVER $88000	0	0	3	2	6	4	12	12	50
UNDER $17000	0	0	0	1	0	0	0	1	0

ELECTRIC UTILITIES, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	36850	38400	40000	41600	43200	44850	46500	48150
UPPER QUARTILE	0	34100	35500	36900	38300	39700	41150	42550	43950
MEDIAN	0	31800	33050	34250	35500	36700	37900	39050	40200
LOWER QUARTILE	0	29250	30500	31750	32950	34100	35200	36300	37300
LOWER DECILE	0	27900	29050	30150	31200	32200	33150	34050	34850
MEAN	0	32350	33600	34850	36100	37350	38600	39800	41000
TOTAL NUMBER	1	14	22	41	42	51	86	92	113
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51500	56400	61050	65300	69000	72200	74750	77300	79650
UPPER QUARTILE	46700	50600	54100	57100	59550	61500	62950	64200	65250
MEDIAN	42350	45350	47850	49950	51650	52950	53900	54700	55350
LOWER QUARTILE	39100	41400	43150	44500	45450	46100	46500	46850	47050
LOWER DECILE	36300	38050	39300	40200	40850	41250	41500	41700	41800
MEAN	43300	46500	49300	51600	53500	54950	56050	57050	57850
TOTAL NUMBER	635	716	387	328	314	315	190	273	639
OVER $88000	0	0	3	2	6	4	12	12	50
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRIC UTILITIES, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29700	31450	33150	34800	36400	37900	39350	40700	41950
UPPER QUARTILE	28100	29750	31350	32850	34300	35700	36950	38150	39200
MEDIAN	26650	28150	29550	30900	32200	33350	34450	35400	36300
LOWER QUARTILE	25600	26850	28000	29100	30150	31100	31950	32750	33500
LOWER DECILE	24950	25850	26750	27550	28350	29100	29800	30400	30950
MEAN	27000	28400	29800	31100	32300	33450	34550	35550	36450
TOTAL NUMBER	433	790	863	698	561	520	421	350	303
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44200	46900	48850	50250	51150	51750	52100	52350	52450
UPPER QUARTILE	41100	43250	44750	45750	46400	46800	47000	47150	47200
MEDIAN	37800	39450	40600	41300	41750	42000	42150	42250	42300
LOWER QUARTILE	34700	36000	36800	37300	37550	37700	37800	37850	37850
LOWER DECILE	31950	33050	33750	34200	34450	34600	34650	34650	34700
MEAN	38000	39800	41000	41850	42400	42700	42900	43050	43100
TOTAL NUMBER	1073	761	326	307	211	172	125	159	276
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	1	0	0	0	1	0

ELECTRIC UTILITIES, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33750	35150	36550	38000	39550	41100	42700	44300	45950
UPPER QUARTILE	30900	32100	33400	34700	36000	37350	38750	40150	41550
MEDIAN	28700	29900	31150	32350	33600	34800	36050	37250	38400
LOWER QUARTILE	26600	27750	28900	30050	31150	32250	33350	34350	35350
LOWER DECILE	25400	26300	27250	28150	29050	29900	30750	31600	32400
MEAN	29450	30600	31750	32950	34150	35350	36550	37750	38950
TOTAL NUMBER	6	25	48	47	47	64	67	87	92
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49350	54550	59750	64750	69350	73400	76800	80200	83400
UPPER QUARTILE	44400	48650	52650	56350	59450	61900	63650	64900	65200
MEDIAN	40700	43850	46500	48650	50200	51250	51850	52200	52250
LOWER QUARTILE	37150	39450	41200	42500	43400	43950	44250	44450	44550
LOWER DECILE	33900	35800	37250	38250	38750	38900	38750	38250	37300
MEAN	41350	44750	47800	50400	52500	54050	55150	55900	56200
TOTAL NUMBER	363	316	221	134	74	70	39	52	68
OVER $88000	0	1	2	1	2	5	1	3	8
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRIC UTILITIES, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	48750	50200	51700
UPPER QUARTILE	0	0	0	0	0	0	43350	44700	46100
MEDIAN	0	0	0	0	0	0	38950	40150	41400
LOWER QUARTILE	0	0	0	0	0	0	35850	37050	38200
LOWER DECILE	0	0	0	0	0	0	33250	34600	35750
MEAN	0	0	0	0	0	0	40100	41400	42700
TOTAL NUMBER	1	1	3	2	2	4	14	22	24
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54800	59650	64650	69650	74450	78850	82450	85650	85700
UPPER QUARTILE	48850	53050	57150	61000	64450	67200	69250	70650	69950
MEDIAN	43800	47200	50350	53050	55400	57300	58800	60250	61550
LOWER QUARTILE	40300	43000	45100	46700	47850	48650	49150	49600	49850
LOWER DECILE	37800	40000	41400	42300	42800	43100	43300	43400	43400
MEAN	45250	48850	52100	54950	57300	59200	60600	61850	62850
TOTAL NUMBER	130	162	118	82	45	37	25	30	44
OVER $88000	0	1	2	1	2	5	1	2	8
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRIC UTILITIES, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34150	35200	36250	37350	38450	39550	40650	41750	42800
UPPER QUARTILE	30900	32050	33200	34400	35550	36700	37850	38950	40050
MEDIAN	28400	29650	30900	32100	33250	34350	35450	36450	37400
LOWER QUARTILE	26950	27950	29000	29950	30900	31850	32700	33550	34300
LOWER DECILE	26050	26800	27550	28300	29000	29700	30350	31000	31650
MEAN	29400	30500	31550	32600	33600	34600	35600	36500	37400
TOTAL NUMBER	5	24	45	45	45	60	53	65	68
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44950	48000	50750	53100	55050	56500	57550	58250	58400
UPPER QUARTILE	42100	44850	47150	48900	50100	50850	51150	51200	50850
MEDIAN	39100	41200	42650	43650	44200	44500	44650	44700	44650
LOWER QUARTILE	35700	37300	38350	38950	39200	39150	38950	38600	38150
LOWER DECILE	32750	34100	35050	35600	35750	35550	35100	34300	32750
MEAN	39050	41200	42850	44050	44900	45350	45650	45750	45750
TOTAL NUMBER	233	154	103	52	29	33	14	22	24
OVER $88000	0	0	0	0	0	0	0	1	0
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRIC UTILITIES, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	1	1	1	3	1	4	1	0	4
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	59150	59600	60900	63150	66700	71850	0	0	0
UPPER QUARTILE	49600	51500	53300	54850	56200	57300	0	0	0
MEDIAN	41600	44800	47450	49300	50150	49850	0	0	0
LOWER QUARTILE	35950	38200	40200	41950	43400	44650	0	0	0
LOWER DECILE	33200	36900	38300	38800	39000	39050	0	0	0
MEAN	44550	46300	48000	49650	51150	52500	0	0	0
TOTAL NUMBER	11	24	9	14	11	6	3	1	3
OVER $88000	0	0	0	0	0	0	0	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRIC UTILITIES, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	1	0	1
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

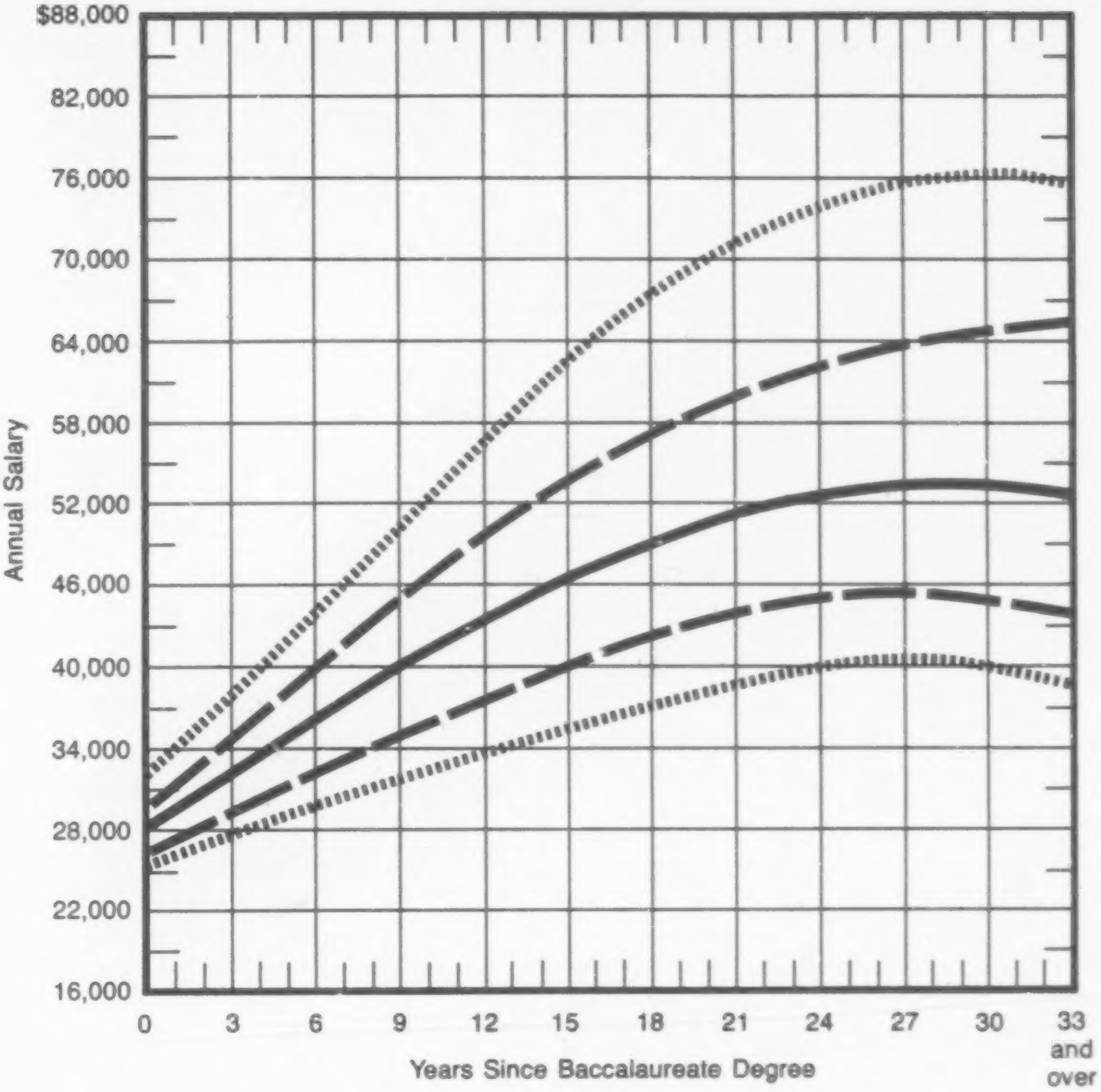
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	66500	64500	74000	79000	0	0	0	0
UPPER QUARTILE	0	57350	49250	56950	68000	0	0	0	0
MEDIAN	0	50500	43850	52600	55000	0	0	0	0
LOWER QUARTILE	0	42400	44800	47300	49800	0	0	0	0
LOWER DECILE	0	40000	37650	38800	44200	0	0	0	0
MEAN	0	51350	46350	55150	57850	0	0	0	0
TOTAL NUMBER	4	13	7	8	8	4	2	0	2
OVER $88000	0	0	0	0	0	0	0	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

ELECTRIC UTILITIES, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	1	1	1	3	1	4	0	0	3
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49500	44900	0	55000	0	0	0	0	0
UPPER QUARTILE	43900	43250	0	43500	0	0	0	0	0
MEDIAN	37500	38750	0	40500	0	0	0	0	0
LOWER QUARTILE	34[illegible]50	37350	0	37500	0	0	0	0	0
LOWER DECILE	32100	36550	0	31800	0	0	0	0	0
MEAN	39350	40250	0	41500	0	0	0	0	0
TOTAL NUMBER	7	11	2	6	3	2	1	1	1
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

GAS UTILITIES & PIPELINES
ALL ENGINEERS

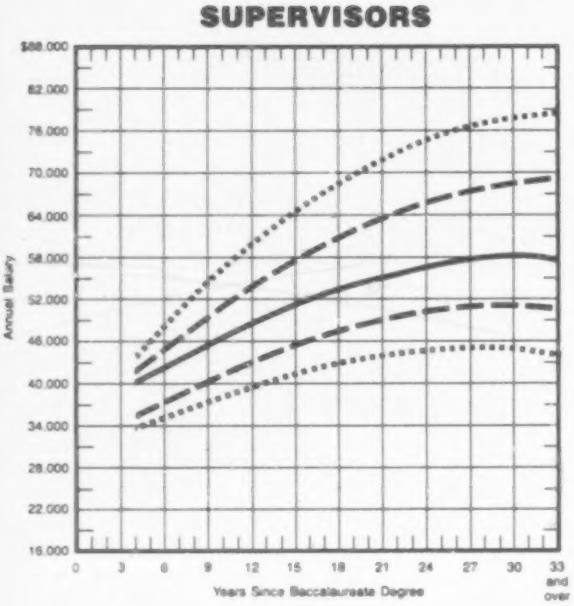


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31750	33550	35400	37300	39300	41300	43400	45550	47700
UPPER QUARTILE	29400	31000	32650	34300	36000	37700	39450	41200	42900
MEDIAN	28050	29300	30550	31800	33100	34400	35750	37050	38350
LOWER QUARTILE	26600	27500	28350	29300	30200	31100	32050	33000	33900
LOWER DECILE	25300	25950	26600	27300	27950	28650	29350	30050	30750
MEAN	28150	29400	30700	32050	33350	34750	36100	37500	38850
TOTAL NUMBER	29	42	59	56	58	43	42	41	32
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

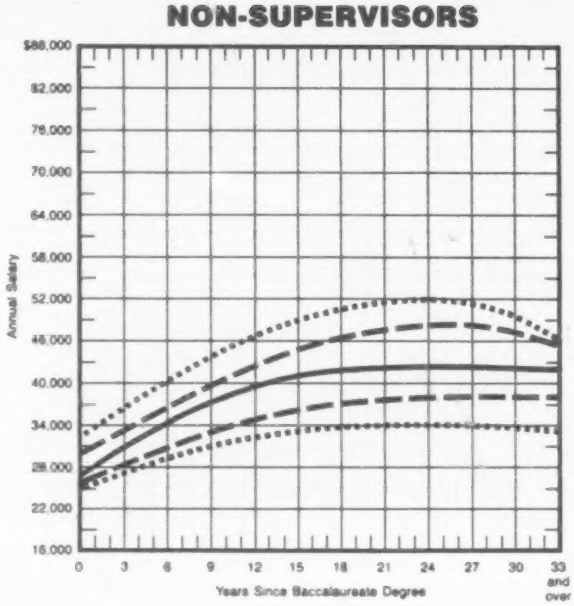
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52050	58450	64250	69100	72750	75050	76250	76550	75550
UPPER QUARTILE	46250	51000	55050	58400	60950	62700	63900	64800	65350
MEDIAN	40900	44450	47500	49950	51700	52750	53200	53150	52350
LOWER QUARTILE	35750	38350	40700	42650	44150	45100	45500	45300	43650
LOWER DECILE	32100	34150	36050	37750	39150	40150	40650	40600	38450
MEAN	41600	45450	48850	51650	53750	55100	55800	56000	55400
TOTAL NUMBER	104	95	64	41	39	40	37	44	106
OVER $88000	0	1	0	0	2	1	2	0	6
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

┅┅┅┅ Upper Decile
— — — Upper Quartile
━━━━ Median
– – – – Lower Quartile
┅┅┅┅ Lower Decile



SUPERVISORS



NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	44650	46650	48650	50650	52650
UPPER QUARTILE	0	0	0	0	41450	43100	44750	46350	48000
MEDIAN	0	0	0	0	40050	41100	42150	43150	44200
LOWER QUARTILE	0	0	0	0	36750	37600	38400	39250	40050
LOWER DECILE	0	0	0	0	34300	35000	35650	36350	37050
MEAN	0	0	0	0	39800	41000	42150	43350	44550
TOTAL NUMBER	0	0	0	1	5	6	8	12	11
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56600	62250	67200	71350	74450	76600	77950	78750	78850
UPPER QUARTILE	51200	55700	59600	62850	65300	67000	68000	68550	68500
MEDIAN	46250	49250	51950	54300	56250	57600	58400	58600	57100
LOWER QUARTILE	41700	44050	46250	48200	49800	50950	51600	51600	49300
LOWER DECILE	38350	40250	42000	43450	44650	45500	45900	45750	43800
MEAN	46900	50300	53450	56100	58250	59800	60650	60900	59550
TOTAL NUMBER	44	55	39	25	29	27	22	37	82
OVER $88000	0	1	0	0	2	1	2	0	6
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32700	33950	35200	36500	37750	39050	40300	41550	42750
UPPER QUARTILE	30150	31350	32550	33800	34950	36150	37300	38450	39500
MEDIAN	27900	29200	30450	31600	32700	33750	34650	35550	36350
LOWER QUARTILE	26150	27200	28250	29200	30100	30950	31700	32400	33050
LOWER DECILE	25250	25950	26600	27200	27850	28450	29000	29600	30100
MEAN	28550	29550	30550	31600	32550	33550	34500	35400	36300
TOTAL NUMBER	29	42	59	55	53	37	34	29	21
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45050	48050	50350	51800	52350	52100	51150	49300	45600
UPPER QUARTILE	41550	44100	45950	47100	47600	47550	47050	46150	44500
MEDIAN	37700	39250	40350	41050	41500	41750	41900	42000	42000
LOWER QUARTILE	34150	35450	36400	37000	37400	37650	37800	37850	37900
LOWER DECILE	31050	32300	33200	33800	34150	34250	34250	34000	33500
MEAN	37900	39950	41450	42400	42850	42900	42650	42000	40850
TOTAL NUMBER	60	40	25	16	10	13	15	7	24
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
━━━━━ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪▪ Lower Decile

GAS UTILITIES & PIPELINES, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31700	33500	35350	37250	39200	41200	43200	45250	47300
UPPER QUARTILE	29350	31000	32600	34300	36000	37700	39400	41100	42750
MEDIAN	28050	29250	30500	31750	33050	34300	35550	36850	38100
LOWER QUARTILE	26650	27500	28350	29250	30100	31000	31850	32750	33600
LOWER DECILE	25400	26000	26650	27250	27900	28550	29200	29850	30500
MEAN	28050	29350	30650	31950	33300	34650	36000	37300	38650
TOTAL NUMBER	28	41	57	54	54	39	38	34	23
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51350	57150	62300	66450	69500	71550	72700	73300	73250
UPPER QUARTILE	46050	50550	54400	57450	59750	61400	62450	63300	63800
MEDIAN	40500	43850	46650	48900	50500	51450	51950	52050	51650
LOWER QUARTILE	35350	37800	40000	41850	43250	44200	44650	44600	43250
LOWER DECILE	31750	33650	35400	36950	38250	39200	39800	39850	38150
MEAN	41200	44800	47850	50300	52150	53350	54100	54500	54450
TOTAL NUMBER	89	77	44	30	32	35	34	41	95
OVER $88000	0	1	0	0	1	0	1	0	5
UNDER $17000	0	0	0	0	0	0	0	0	0

GAS UTILITIES & PIPELINES, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	44300	46200	48050	49950	51850
UPPER QUARTILE	0	0	0	0	41450	42950	44400	45850	47300
MEDIAN	0	0	0	0	39950	40900	41850	42800	43800
LOWER QUARTILE	0	0	0	0	36800	37550	38300	39100	39850
LOWER DECILE	0	0	0	0	34000	34600	35200	35800	36400
MEAN	0	0	0	0	39450	40600	41700	42800	43950
TOTAL NUMBER	0	0	0	1	5	6	8	10	10
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55500	60600	65100	68750	71550	73550	74800	75750	76200
UPPER QUARTILE	50200	54250	57850	60950	63350	65100	66250	67000	67150
MEDIAN	45700	48500	51150	53550	55600	57100	58050	58250	55900
LOWER QUARTILE	41350	43500	45550	47350	48850	50000	50700	50900	49250
LOWER DECILE	37600	39300	40850	42200	43350	44200	44750	44950	43800
MEAN	46150	49350	52300	54850	56900	58400	59350	59700	58700
TOTAL NUMBER	34	45	28	18	22	22	21	34	71
OVER $88000	0	1	0	0	1	0	1	0	5
UNDER $17000	0	0	0	0	0	0	0	0	0

GAS UTILITIES & PIPELINES, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32400	33750	35100	36450	37800	39150	40450	41750	42950
UPPER QUARTILE	30000	31250	32500	33700	34900	36100	37250	38350	39400
MEDIAN	28000	29200	30400	31500	32500	33500	34350	35200	35950
LOWER QUARTILE	26150	27250	28200	29150	30000	30850	31550	32250	32850
LOWER DECILE	25100	25850	26550	27200	27850	28500	29050	29600	30100
MEAN	28300	29400	30500	31550	32550	33550	34500	35350	36200
TOTAL NUMBER	28	41	57	53	49	33	30	24	13
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45250	48100	50100	51200	51450	51000	50050	48400	45700
UPPER QUARTILE	41350	43700	45350	46350	46750	46700	46350	45700	44700
MEDIAN	37200	38700	39700	40400	40850	41150	41300	41400	41450
LOWER QUARTILE	33900	35100	35900	36500	36850	37050	37200	37300	37300
LOWER DECILE	31000	32100	32850	33350	33650	33750	33800	33750	33650
MEAN	37700	39450	40600	41350	41650	41700	41600	41400	41100
TOTAL NUMBER	55	32	16	12	10	13	13	7	24
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

GAS UTILITIES & PIPELINES, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	52050	53500
UPPER QUARTILE	0	0	0	0	0	0	0	41900	43450
MEDIAN	0	0	0	0	0	0	0	39700	40700
LOWER QUARTILE	0	0	0	0	0	0	0	34000	35100
LOWER DECILE	0	0	0	0	0	0	0	31500	32550
MEAN	0	0	0	0	0	0	0	39150	40600
TOTAL NUMBER	1	1	2	2	4	4	4	7	9
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56550	61200	65950	70600	75000	0	0	0	83600
UPPER QUARTILE	46550	51300	56050	60600	64800	0	0	0	78650
MEDIAN	42700	45800	48800	51750	54600	0	0	0	65450
LOWER QUARTILE	37350	40800	44250	47600	50550	0	0	0	51850
LOWER DECILE	34750	38150	41550	44750	47450	0	0	0	45400
MEAN	43400	47500	51350	54850	57900	0	0	0	66300
TOTAL NUMBER	15	18	20	11	6	4	3	3	11
OVER $88000	0	0	0	0	1	1	1	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

GAS UTILITIES & PIPELINES, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	2	1
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58000	66300	72450	76600	79250	0	0	0	82500
UPPER QUARTILE	54150	58500	62950	67250	71300	0	0	0	78950
MEDIAN	52250	49500	50550	53400	56850	0	0	0	66350
LOWER QUARTILE	46000	47100	48100	49000	49850	0	0	0	52000
LOWER DECILE	43050	44800	46300	47500	48350	0	0	0	45500
MEAN	50450	53200	55900	58450	60800	0	0	0	66600
TOTAL NUMBER	10	10	11	7	6	4	1	3	11
OVER $88000	0	0	0	0	1	1	1	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

GAS UTILITIES & PIPELINES, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	39200	41450
UPPER QUARTILE	0	0	0	0	0	0	0	38050	40400
MEDIAN	0	0	0	0	0	0	0	36550	38900
LOWER QUARTILE	0	0	0	0	0	0	0	30750	32900
LOWER DECILE	0	0	0	0	0	0	0	28500	29650
MEAN	0	0	0	0	0	0	0	35000	36500
TOTAL NUMBER	1	1	2	2	4	4	4	5	8
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45300	48350	46800	0	0	0	0	0	0
UPPER QUARTILE	42450	43250	43400	0	0	0	0	0	0
MEDIAN	40650	41100	41150	0	0	0	0	0	0
LOWER QUARTILE	36700	39700	38100	0	0	0	0	0	0
LOWER DECILE	32000	35000	37000	0	0	0	0	0	0
MEAN	39150	41500	41350	0	0	0	0	0	0
TOTAL NUMBER	5	8	9	4	0	0	2	0	0
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

REGIONAL CURVES AND TABLES

REGIONAL BREAKDOWNS

NEW ENGLAND

- Connecticut
- Maine
- Massachusetts
- New Hampshire
- Rhode Island
- Vermont

MIDDLE ATLANTIC

- New Jersey
- New York
- Pennsylvania

EAST NORTH CENTRAL

- Illinois
- Indiana
- Michigan
- Ohio
- Wisconsin

WEST NORTH CENTRAL

- Iowa
- Kansas
- Minnesota
- Missouri
- Nebraska
- North Dakota
- South Dakota

SOUTH ATLANTIC

- Delaware
- District of Columbia
- Florida
- Georgia
- Maryland

SOUTH ATLANTIC (cont'd)

- North Carolina
- South Carolina
- Virginia
- West Virginia

EAST SOUTH CENTRAL

- Alabama
- Kentucky
- Mississippi
- Tennessee

WEST SOUTH CENTRAL

- Arkansas
- Louisiana
- Oklahoma
- Texas

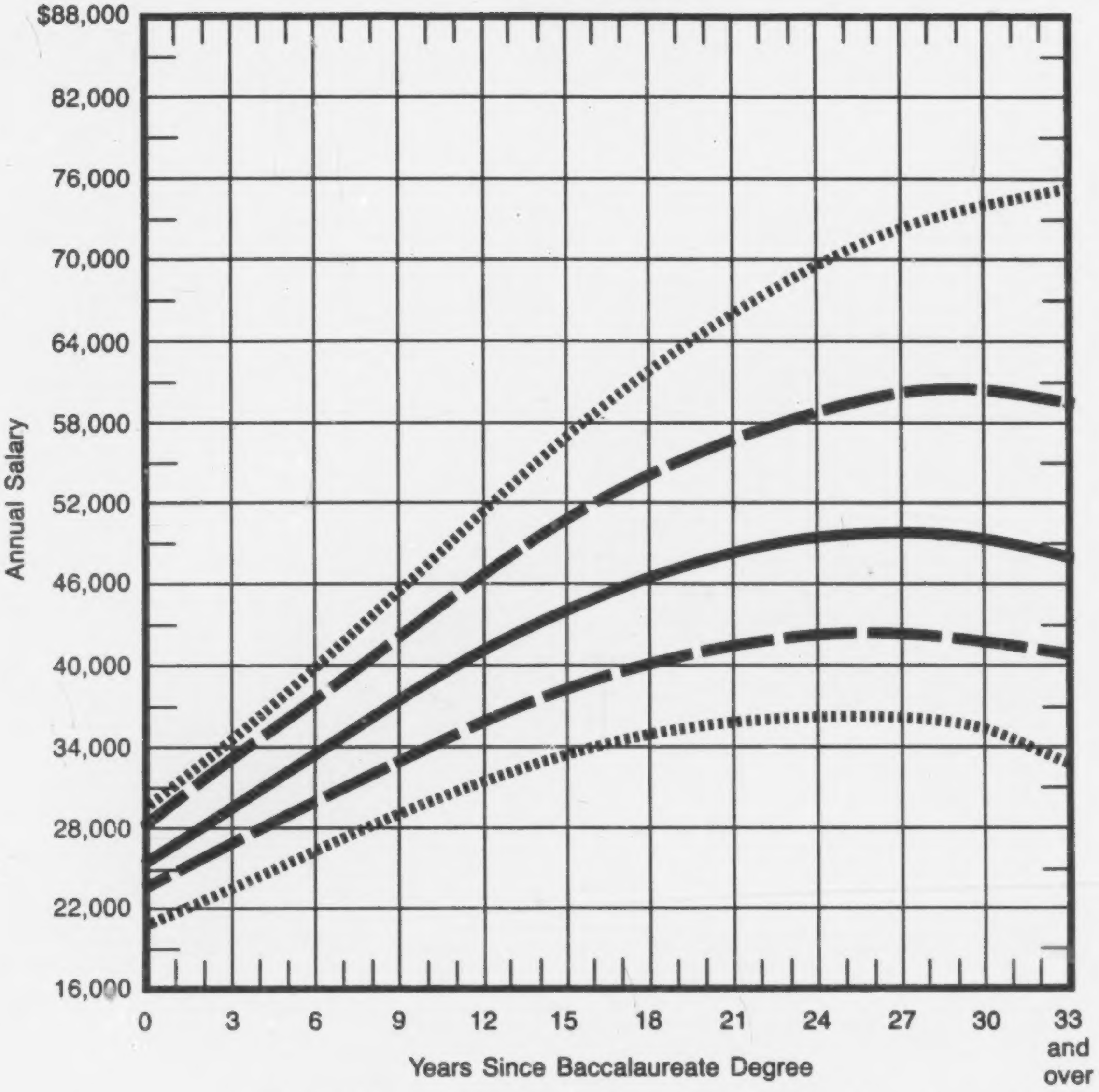
MOUNTAIN

- Arizona
- Colorado
- Idaho
- Montana
- Nevada
- New Mexico
- Utah
- Wyoming

PACIFIC

- Alaska
- California
- Hawaii
- Oregon
- Washington

NEW ENGLAND
ALL ENGINEERS



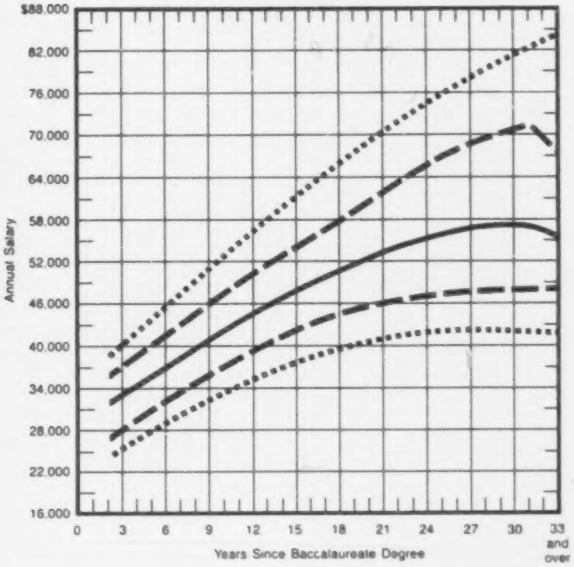
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29950	31700	33500	35350	37200	39100	41050	42950	44900
UPPER QUARTILE	28200	29600	31000	32450	33950	35500	37050	38600	40150
MEDIAN	25600	26850	28100	29450	30750	32100	33450	34750	36100
LOWER QUARTILE	24000	25000	26000	27000	28000	29050	30050	31050	32050
LOWER DECILE	21600	22400	23200	24000	24800	25650	26450	27250	28100
MEAN	25850	27100	28350	29600	30950	32250	33600	34950	36300
TOTAL NUMBER	296	389	500	551	498	433	462	431	440
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	10	5	7	5	8	16	12	4	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48750	54300	59400	63800	67500	70400	72500	74300	75350
UPPER QUARTILE	43300	47800	51800	55100	57500	59050	59800	59850	58900
MEDIAN	38650	42200	45100	47250	48650	49350	49500	49100	48050
LOWER QUARTILE	34000	36650	38900	40600	41700	42250	42350	41950	40750
LOWER DECILE	29650	31800	33600	34950	35850	36200	36100	35450	33700
MEAN	38950	42700	46000	48650	50550	51700	52200	52100	51200
TOTAL NUMBER	1465	1437	1046	990	798	897	560	605	1138
OVER $88000	0	0	2	27	12	26	28	27	51
UNDER $17000	12	5	9	3	12	8	4	9	7

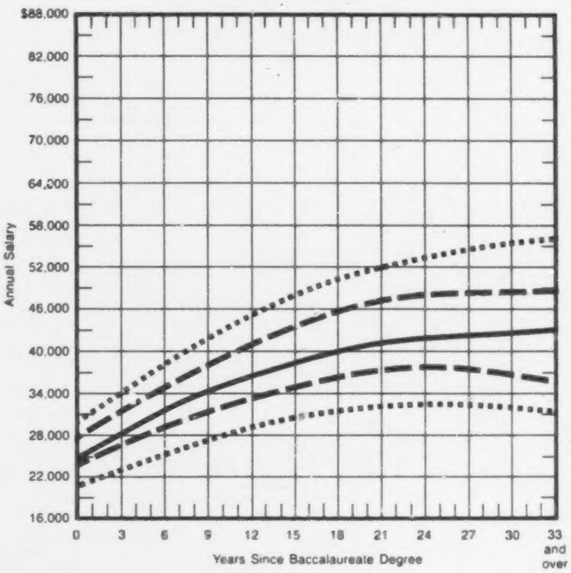
LEGEND

▪▪▪▪▪▪▪▪ Upper Decile
— — — — Upper Quartile
━━━━━━ Median
— — — — Lower Quartile
▪▪▪▪▪▪▪▪ Lower Decile

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	39550	41100	42600	44200	45850	47550	49250
UPPER QUARTILE	0	0	36700	37900	39100	40350	41600	42900	44250
MEDIAN	0	0	32900	34000	35150	36300	37500	38700	39900
LOWER QUARTILE	0	0	27200	28900	30500	32100	33600	35050	36450
LOWER DECILE	0	0	23800	25150	26500	27850	29150	30450	31700
MEAN	0	0	32550	33750	35050	36300	37600	38950	40250
TOTAL NUMBER	2	2	13	28	52	42	72	90	101
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	4	1	5	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52800	58250	63800	69100	74000	78150	81350	84000	84650
UPPER QUARTILE	47000	51250	55600	59850	63700	67000	69400	70800	68100
MEDIAN	42300	45900	49300	52350	54800	56550	57500	57550	55050
LOWER QUARTILE	38900	41950	44200	45800	46850	47550	47950	48200	48250
LOWER DECILE	34050	37050	39300	40850	41800	42300	42500	42550	42500
MEAN	42900	46850	50550	53750	56400	58300	59400	59850	58700
TOTAL NUMBER	417	711	576	608	447	492	290	311	588
OVER $88000	0	0	2	27	11	25	26	27	50
UNDER $17000	2	2	6	3	4	7	1	8	4

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29800	31500	33250	34950	36600	38200	39750	41250	42650
UPPER QUARTILE	27900	29400	30900	32350	33750	35100	36400	37600	38750
MEDIAN	25450	26800	28100	29350	30550	31750	32850	33850	34850
LOWER QUARTILE	24350	25200	26050	26900	27750	28550	29400	30200	31000
LOWER DECILE	21750	22500	23200	23950	24650	25350	26050	26700	27350
MEAN	25650	27000	28250	29500	30700	31850	32950	34000	35000
TOTAL NUMBER	294	386	487	523	446	390	390	341	339
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	10	5	7	5	4	15	7	3	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45200	48350	50750	52500	53700	54500	55050	55400	55550
UPPER QUARTILE	40850	43400	45350	46750	47700	48300	48650	48900	48950
MEDIAN	36550	38700	40250	41400	42150	42650	42950	43150	43250
LOWER QUARTILE	32450	34450	36000	37050	37650	37800	37550	36900	35400
LOWER DECILE	28600	30150	31400	32200	32650	32800	32650	32200	31300
MEAN	36750	38950	40600	41800	42600	43100	43450	43650	43700
TOTAL NUMBER	1047	726	470	382	350	404	270	293	550
OVER $88000	0	0	0	0	1	0	1	0	1
UNDER $17000	10	3	3	0	8	1	3	1	3

LEGEND

·········	Upper Decile
— — —	Upper Quartile
━━━	Median
— — —	Lower Quartile
·········	Lower Decile

NEW ENGLAND, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30000	31800	33600	35400	37250	39150	41000	42850	44700
UPPER QUARTILE	28050	29500	30950	32450	34000	35500	37000	38550	40000
MEDIAN	25700	26900	28150	29400	30650	31900	33100	34300	35450
LOWER QUARTILE	24250	25100	26000	26900	27800	28700	29600	30500	31400
LOWER DECILE	21650	22350	23100	23850	24600	25350	26050	26800	27550
MEAN	25950	27100	28350	29550	30800	32050	33300	34550	35800
TOTAL NUMBER	281	371	445	485	393	314	336	306	262
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	10	5	7	5	8	15	11	4	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48300	53350	57800	61550	64550	66850	68500	69850	70650
UPPER QUARTILE	42900	46850	50150	52700	54500	55700	56350	56700	56750
MEDIAN	37650	40550	42900	44700	45950	46800	47350	47700	47900
LOWER QUARTILE	33100	35500	37550	39150	40300	40950	41200	41000	39950
LOWER DECILE	28950	30850	32450	33700	34500	34900	34900	34500	33100
MEAN	38200	41500	44300	46550	48200	49250	49850	50100	50000
TOTAL NUMBER	926	885	616	556	510	631	405	463	887
OVER $88000	0	0	0	17	5	20	15	17	32
UNDER $17000	11	5	9	3	8	8	4	9	6

NEW ENGLAND, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	40500	41800	43150	44550	46000	47500	49000
UPPER QUARTILE	0	0	37000	38100	39200	40350	41500	42700	43900
MEDIAN	0	0	33250	34250	35300	36300	37350	38400	39500
LOWER QUARTILE	0	0	29000	30000	31050	32100	33100	34150	35150
LOWER DECILE	0	0	24400	25550	26700	27800	28900	30000	31050
MEAN	0	0	32800	33900	35000	36150	37350	38500	39700
TOTAL NUMBER	1	2	12	27	46	28	65	71	54
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	4	1	4	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52150	57050	62150	67200	72050	76250	79600	82150	80350
UPPER QUARTILE	46400	50200	54050	57750	61100	63950	66100	67500	65650
MEDIAN	41650	44800	47800	50500	52750	54350	55300	55350	52750
LOWER QUARTILE	37150	39900	42350	44300	45750	46650	47150	47250	46700
LOWER DECILE	33050	35700	37850	39500	40650	41400	41850	42150	42300
MEAN	42100	45600	48950	51950	54400	56250	57450	58000	56900
TOTAL NUMBER	225	389	298	331	275	353	181	228	450
OVER $88000	0	0	0	17	4	20	14	17	31
UNDER $17000	2	2	6	3	4	7	1	8	4

NEW ENGLAND, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29600	31500	33350	35100	36850	38450	40000	41450	42800
UPPER QUARTILE	27850	29350	30850	32250	33650	34950	36200	37350	38450
MEDIAN	25600	26850	28100	29250	30400	31500	32500	33500	34400
LOWER QUARTILE	24600	25300	26050	26750	27450	28150	28850	29550	30250
LOWER DECILE	21700	22400	23050	23750	24400	25050	25700	26350	26950
MEAN	25750	27000	28250	29450	30600	31650	32700	33700	34600
TOTAL NUMBER	280	368	433	458	347	286	270	235	208
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	10	5	7	5	4	14	7	3	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45150	47900	49850	51200	52050	52600	52950	53150	53200
UPPER QUARTILE	40350	42650	44300	45500	46300	46800	47150	47350	47400
MEDIAN	36000	37950	39450	40500	41200	41700	42000	42200	42300
LOWER QUARTILE	31550	33300	34750	35900	36600	36950	36900	36400	34750
LOWER DECILE	28100	29600	30750	31600	32050	32200	32050	31600	30550
MEAN	36250	38250	39700	40800	41500	42000	42300	42500	42600
TOTAL NUMBER	701	496	317	224	235	328	223	235	436
OVER $88000	0	0	0	0	1	0	1	0	1
UNDER $17000	9	3	3	0	4	1	3	1	2

NEW ENGLAND, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28950	30550	32300	34100	35950	37850	39850	41900	44000
UPPER QUARTILE	27100	28600	30150	31750	33400	35100	36850	38600	40350
MEDIAN	25000	26350	27750	29200	30700	32250	33800	35350	36900
LOWER QUARTILE	23600	24750	25950	27200	28400	29650	30900	32150	33350
LOWER DECILE	22500	23350	24250	25150	26050	27000	27950	28900	29850
MEAN	25450	26750	28100	29500	30950	32450	33950	35450	37000
TOTAL NUMBER	14	17	54	65	104	102	114	120	154
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	1	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48300	54800	61100	66850	71650	75350	78000	80150	81400
UPPER QUARTILE	43900	49050	53700	57650	60750	62950	64400	65400	65850
MEDIAN	40050	44400	48150	51050	52950	53900	54100	53650	52300
LOWER QUARTILE	35700	38900	41450	43250	44350	44750	44700	44150	43000
LOWER DECILE	31750	34450	36800	38700	39850	40300	39950	38600	34850
MEAN	40100	44600	48600	51950	54350	55800	56450	56350	55150
TOTAL NUMBER	445	389	342	311	241	133	95	113	212
OVER $88000	0	0	1	8	5	1	9	7	16
UNDER $17000	1	0	0	0	2	0	0	0	1

NEW ENGLAND, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	43250	44900	46600	48400	50200
UPPER QUARTILE	0	0	0	0	39250	40650	42050	43500	45000
MEDIAN	0	0	0	0	30050	32200	34350	36450	38550
LOWER QUARTILE	0	0	0	0	27550	30000	32350	34600	36700
LOWER DECILE	0	0	0	0	21700	24150	26700	29300	31850
MEAN	0	0	0	0	33700	35500	37300	39150	40900
TOTAL NUMBER	1	0	0	0	6	8	6	19	38
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54000	59900	66000	71950	77500	82250	85850	88500	87650
UPPER QUARTILE	48000	52700	57400	62000	66300	70150	73400	76650	79500
MEDIAN	42500	47750	51950	55050	57250	58700	59600	60250	60550
LOWER QUARTILE	40450	44750	47650	49400	50500	51050	51350	51500	51550
LOWER DECILE	36500	41550	43850	44050	43250	42150	41200	40300	39800
MEAN	44350	49100	53200	56550	59150	61100	62450	63500	64100
TOTAL NUMBER	156	225	211	200	141	77	67	61	110
OVER $88000	0	0	1	8	5	1	9	7	16
UNDER $17000	0	0	0	0	0	0	0	0	0

NEW ENGLAND, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29350	30850	32350	33800	35350	36800	38300	39750	41200
UPPER QUARTILE	27600	28950	30350	31750	33150	34550	35950	37300	38650
MEDIAN	25350	26700	28050	29350	30700	31950	33200	34350	35500
LOWER QUARTILE	24300	25350	26350	27350	28400	29400	30350	31350	32250
LOWER DECILE	22700	23600	24450	25350	26200	27050	27850	28600	29350
MEAN	25850	27050	28300	29500	30750	31950	33100	34300	35400
TOTAL NUMBER	13	17	53	64	98	93	107	101	115
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43950	47700	50900	53500	55550	57100	58200	59150	59800
UPPER QUARTILE	41250	44650	47400	49350	50650	51300	51500	51350	50850
MEDIAN	37550	40100	42000	43350	44200	44800	45100	45350	45500
LOWER QUARTILE	34050	36350	38150	39450	40250	40600	40700	40550	40100
LOWER DECILE	30700	32350	33600	34450	34900	35100	35150	35050	34850
MEAN	37500	40250	42450	44000	45100	45750	46050	46250	46200
TOTAL NUMBER	288	164	131	111	99	55	28	51	101
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	2	0	0	0	1

NEW ENGLAND, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	39950	41700	43550	45400
UPPER QUARTILE	0	0	0	0	0	38000	39300	40650	42050
MEDIAN	0	0	0	0	0	34350	35450	36500	37650
LOWER QUARTILE	0	0	0	0	0	30100	31150	32250	33300
LOWER DECILE	0	0	0	0	0	27350	28200	29050	29900
MEAN	0	0	0	0	0	34750	35900	37050	38250
TOTAL NUMBER	0	0	0	0	0	17	11	5	23
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49200	55100	60950	66400	71200	75000	77700	79600	79700
UPPER QUARTILE	44900	49450	54200	58950	63450	67350	70350	72350	69700
MEDIAN	40000	43650	47450	51250	54900	58200	60900	63200	62850
LOWER QUARTILE	35550	38950	42250	45350	48150	50450	52250	53800	54550
LOWER DECILE	31700	34350	36900	39200	41050	42350	42900	42450	38750
MEAN	40650	44500	48450	52350	56000	59150	61550	63200	61250
TOTAL NUMBER	93	162	87	122	45	82	59	29	39
OVER $88000	0	0	0	1	0	3	2	2	2
UNDER $17000	0	0	0	0	2	0	0	0	0

NEW ENGLAND, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	39950	0	0	47750
UPPER QUARTILE	0	0	0	0	0	37500	0	0	42150
MEDIAN	0	0	0	0	0	35800	0	0	39250
LOWER QUARTILE	0	0	0	0	0	33800	0	0	36350
LOWER DECILE	0	0	0	0	0	28850	0	0	31200
MEAN	0	0	0	0	0	36700	0	0	40250
TOTAL NUMBER	0	0	0	0	0	5	0	0	8
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

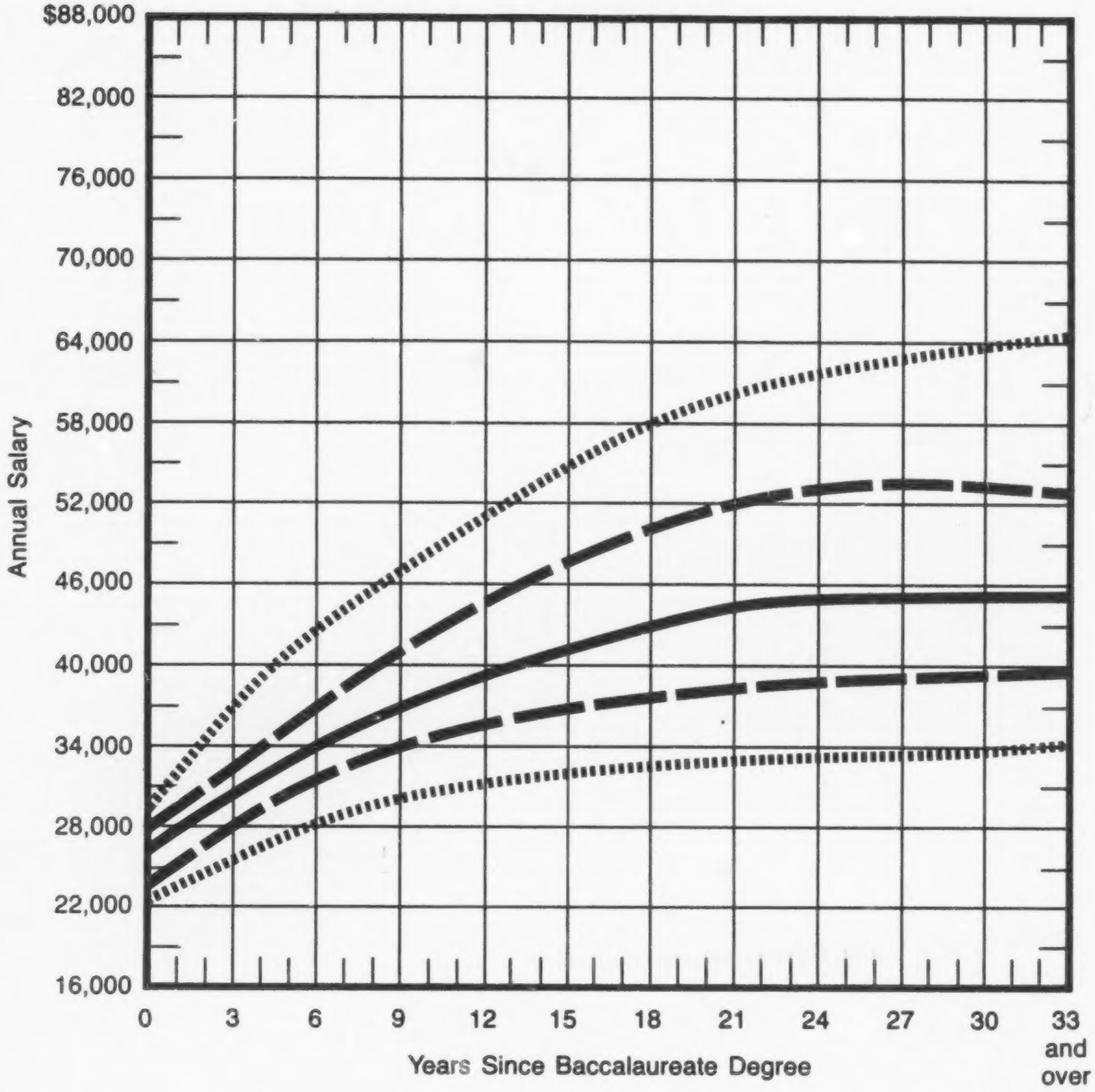
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52800	59800	65700	70350	73850	76300	77900	79150	79800
UPPER QUARTILE	45500	50900	56550	62250	67500	71800	74600	75400	68700
MEDIAN	41650	45500	49450	53500	57400	60950	63950	66650	66800
LOWER QUARTILE	38100	40900	43750	46700	49650	52450	55100	58100	61300
LOWER DECILE	32800	35400	38150	41050	44000	46950	49850	53400	57950
MEAN	42750	46650	50750	54850	58750	62300	65200	67650	67250
TOTAL NUMBER	35	96	66	76	30	61	41	21	27
OVER $88000	0	0	0	1	0	3	2	2	2
UNDER $17000	0	0	0	0	0	0	0	0	0

NEW ENGLAND, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	40750	41900	43050	44200
UPPER QUARTILE	0	0	0	0	0	37300	38350	39350	40400
MEDIAN	0	0	0	0	0	34000	34950	35950	36900
LOWER QUARTILE	0	0	0	0	0	28850	30100	31350	32600
LOWER DECILE	0	0	0	0	0	32450	32150	31900	31650
MEAN	0	0	0	0	0	34300	35200	36150	37100
TOTAL NUMBER	0	0	0	0	0	11	11	5	15
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46600	50250	53850	57300	60450	63050	64950	66200	64400
UPPER QUARTILE	42500	45700	48900	51950	54700	57000	58700	59850	58450
MEDIAN	38900	41900	44750	47400	49550	51150	52050	51950	48550
LOWER QUARTILE	34900	37800	39850	41050	41350	41050	40300	39000	37150
LOWER DECILE	31250	30850	30600	30600	30750	31050	31600	32700	35850
MEAN	38950	41750	44450	46900	48950	50500	51350	51450	48650
TOTAL NUMBER	57	65	21	46	15	20	17	7	12
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	2	0	0	0	0

MIDDLE ATLANTIC
ALL ENGINEERS

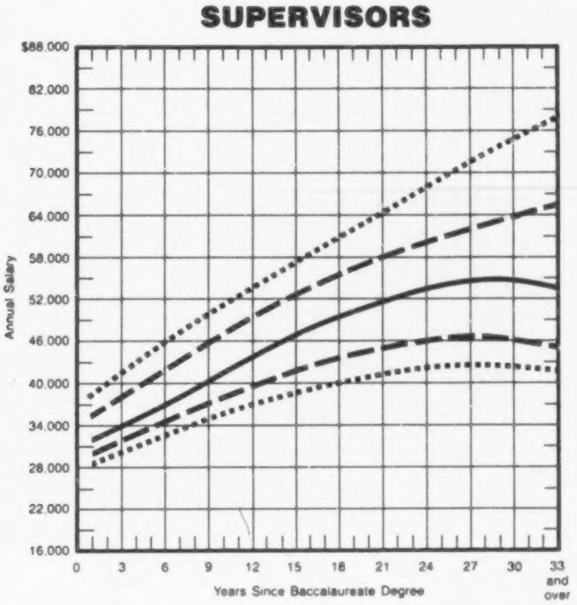


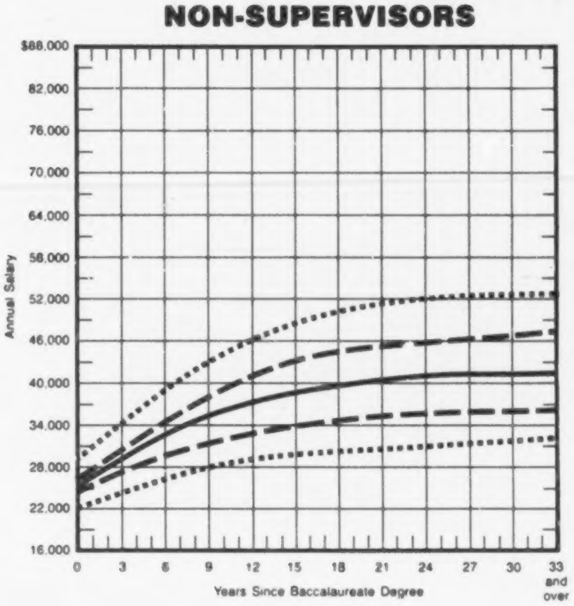
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29750	31700	33650	35600	37550	39500	41400	43250	45050
UPPER QUARTILE	28300	29750	31200	32700	34150	35650	37150	38650	40050
MEDIAN	26050	27550	29000	30400	31750	33050	34300	35450	36550
LOWER QUARTILE	24500	25800	27050	28300	29450	30500	31500	32450	33300
LOWER DECILE	22400	23400	24350	25250	26100	26900	27600	28300	28950
MEAN	26200	27700	29150	30600	32000	33350	34650	35900	37050
TOTAL NUMBER	539	843	862	702	660	596	802	692	587
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48400	52800	56300	59000	60950	62300	63200	63800	64100
UPPER QUARTILE	42800	46500	49400	51500	52800	53450	53600	53350	52750
MEDIAN	38500	40850	42550	43750	44500	44950	45200	45350	45350
LOWER QUARTILE	34800	36500	37650	38400	38900	39200	39400	39500	39550
LOWER DECILE	30050	31400	32350	33000	33450	33750	33900	34050	34100
MEAN	39200	41850	43850	45350	46400	47100	47500	47800	47900
TOTAL NUMBER	2459	2505	1930	1299	1235	1732	857	1203	1890
OVER $88000	0	1	1	4	7	10	8	20	33
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

┅┅┅┅ Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
┅┅┅┅ Lower Decile





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	38750	40250	41700	43200	44750	46250	47800	49350
UPPER QUARTILE	0	35350	36700	38000	39300	40650	42000	43300	44650
MEDIAN	0	32150	33200	34250	35300	36400	37500	38600	39700
LOWER QUARTILE	0	29900	30750	31650	32500	33400	34250	35150	36000
LOWER DECILE	0	28500	29350	30150	31000	31800	32600	33350	34150
MEAN	0	33250	34300	35400	36500	37600	38700	39800	40900
TOTAL NUMBER	1	8	24	31	76	63	86	93	121
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52450	57000	61300	65200	68650	71500	73800	76100	78200
UPPER QUARTILE	47250	50900	54250	57100	59450	61300	62650	63800	64600
MEDIAN	41900	45100	48050	50600	52650	54050	54900	55100	53750
LOWER QUARTILE	37700	40050	42200	43950	45250	46100	46500	46400	45050
LOWER DECILE	35550	37500	39150	40400	41300	41850	42150	42150	41750
MEAN	43100	46250	49150	51700	53750	55300	56300	56850	56450
TOTAL NUMBER	733	942	721	611	382	654	362	456	668
OVER $88000	0	1	1	4	7	10	8	19	32
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29500	31450	33300	35150	36850	38500	40050	41500	42850
UPPER QUARTILE	27750	29450	31150	32750	34250	35700	37000	38200	39300
MEDIAN	26000	27500	28950	30300	31600	32800	33850	34850	35750
LOWER QUARTILE	24700	25900	26950	28000	28950	29850	30650	31400	32100
LOWER DECILE	22100	23200	24200	25150	26050	26850	27550	28200	28750
MEAN	26100	27600	29050	30400	31700	32900	34000	35000	35950
TOTAL NUMBER	537	835	837	670	583	533	716	598	466
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45150	47900	49750	51000	51800	52250	52450	52600	52650
UPPER QUARTILE	41250	43400	44850	45850	46400	46750	46950	47050	47050
MEDIAN	37250	38900	39950	40600	41050	41300	41400	41500	41550
LOWER QUARTILE	33250	34500	35400	35950	36350	36550	36700	36750	36800
LOWER DECILE	29700	30750	31400	31850	32100	32250	32350	32400	32400
MEAN	37550	39350	40550	41350	41900	42200	42350	42450	42500
TOTAL NUMBER	1725	1562	1208	687	852	1078	494	746	1221
OVER $88000	0	0	0	0	0	0	0	1	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

┅┅┅ Upper Decile
— — — Upper Quartile
━━━ Median
— — — Lower Quartile
┅┅┅ Lower Decile

MIDDLE ATLANTIC, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29400	31150	32850	34600	36350	38050	39750	41400	43050
UPPER QUARTILE	27650	29300	30900	32500	34000	35500	36950	38300	39600
MEDIAN	25900	27350	28800	30200	31550	32800	34000	35100	36100
LOWER QUARTILE	24350	25650	26850	28050	29200	30300	31300	32250	33150
LOWER DECILE	21450	22900	24200	25450	26550	27550	28400	29200	29900
MEAN	25900	27350	28800	30200	31600	32900	34150	35350	36450
TOTAL NUMBER	526	801	740	624	568	470	640	510	359
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46100	50150	53500	56150	58150	59550	60550	61300	61750
UPPER QUARTILE	41900	44800	46950	48500	49550	50250	50700	51050	51200
MEDIAN	37900	39900	41300	42150	42700	43050	43250	43350	43450
LOWER QUARTILE	34600	36250	37250	37800	38050	38150	38100	38050	38000
LOWER DECILE	31000	32100	32800	33200	33400	33500	33550	33550	33550
MEAN	38450	40900	42650	43900	44750	45300	45650	45900	46000
TOTAL NUMBER	1584	1628	992	710	786	1129	514	919	1457
OVER $88000	0	1	1	1	2	3	3	16	17
UNDER $17000	0	0	0	0	0	0	0	0	0

MIDDLE ATLANTIC, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	37450	38700	40050	41350	42750	44100	45500	46900
UPPER QUARTILE	0	34950	36000	37000	38050	39150	40200	41250	42350
MEDIAN	0	30900	31900	32900	33900	34900	35900	36900	37900
LOWER QUARTILE	0	29500	30300	31100	31850	32650	33450	34250	35050
LOWER DECILE	0	28900	29500	30050	30600	31200	31750	32300	32900
MEAN	0	32400	33350	34300	35250	36250	37200	38200	39200
TOTAL NUMBER	1	6	8	28	69	38	65	66	75
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49750	54000	58150	62100	65700	68900	71600	74400	77250
UPPER QUARTILE	44450	47600	50600	53400	55900	58100	59900	61850	63850
MEDIAN	39800	42600	45050	47200	49000	50350	51300	52100	52500
LOWER QUARTILE	36550	38700	40600	42250	43450	44350	44800	44850	43950
LOWER DECILE	34000	35650	37200	38650	39900	40900	41600	42100	41600
MEAN	41150	43950	46600	49000	51050	52700	53900	54900	55350
TOTAL NUMBER	396	771	469	362	200	372	228	377	555
OVER $88000	0	1	1	1	2	3	3	16	17
UNDER $17000	0	0	0	0	0	0	0	0	0

MIDDLE ATLANTIC, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28850	30850	32850	34750	36500	38150	39650	41050	42250
UPPER QUARTILE	27450	29200	30900	32500	34000	35350	36600	37750	38750
MEDIAN	25800	27350	28800	30200	31500	32650	33750	34700	35550
LOWER QUARTILE	24450	25650	26800	27900	28900	29850	30750	31550	32250
LOWER DECILE	21400	22900	24250	25450	26450	27350	28150	28800	29350
MEAN	25750	27300	28750	30150	31500	32700	33800	34800	35700
TOTAL NUMBER	524	795	731	595	499	432	575	443	284
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44300	46550	48000	48900	49450	49750	49900	50000	50050
UPPER QUARTILE	40400	42150	43250	43950	44350	44550	44650	44750	44750
MEDIAN	36950	38350	39150	39600	39800	39900	39950	40000	40000
LOWER QUARTILE	33400	34600	35300	35650	35800	35850	35850	35800	35800
LOWER DECILE	30150	30900	31350	31550	31650	31700	31750	31750	31750
MEAN	37150	38650	39600	40100	40400	40500	40600	40650	40650
TOTAL NUMBER	1187	857	523	347	586	756	286	542	901
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MIDDLE ATLANTIC, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36300	37600	38900	40200	41600	43000	44450	45900	47350
UPPER QUARTILE	33200	34200	35200	36200	37250	38300	39400	40500	41600
MEDIAN	31000	31700	32400	33100	33850	34600	35300	36050	36800
LOWER QUARTILE	28600	29000	29450	29900	30350	30800	31250	31700	32150
LOWER DECILE	26450	26900	27400	27850	28350	28850	29350	29850	30350
MEAN	31300	32050	32850	33650	34500	35300	36150	37000	37850
TOTAL NUMBER	12	38	119	71	87	121	149	167	192
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50400	54950	59300	63300	66600	68900	70100	69850	65300
UPPER QUARTILE	43850	47150	50400	53300	55750	57550	58500	58450	54700
MEDIAN	38300	40450	42550	44400	46050	47350	48250	48750	47600
LOWER QUARTILE	33100	34450	35850	37200	38550	39800	40950	42400	44300
LOWER DECILE	31300	32800	34200	35550	36800	37900	38850	39800	40400
MEAN	39550	42100	44500	46750	48750	50300	51400	51950	50450
TOTAL NUMBER	764	704	737	474	337	334	308	229	340
OVER $88000	0	0	0	3	2	3	3	3	9
UNDER $17000	0	0	0	0	0	0	0	0	0

MIDDLE ATLANTIC, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	42400	0	46200	48100	50000	51900	53750
UPPER QUARTILE	0	0	38000	0	41150	42750	44400	46050	47700
MEDIAN	0	0	34750	0	37200	38450	39750	41050	42350
LOWER QUARTILE	0	0	33400	0	35700	36850	37950	39050	40100
LOWER DECILE	0	0	30750	0	33300	34550	35750	36900	38000
MEAN	0	0	36150	0	38850	40200	41550	42950	44300
TOTAL NUMBER	0	1	15	3	6	23	20	18	45
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57300	62200	66450	70050	72850	75050	76650	78100	79100
UPPER QUARTILE	51050	55850	60300	64000	66850	68800	69750	69850	68250
MEDIAN	45000	48950	52700	56000	58700	60550	61450	61350	58350
LOWER QUARTILE	42050	44650	46700	48200	49200	49800	50050	50050	49750
LOWER DECILE	39950	42300	43950	45000	45500	45700	45650	45450	45150
MEAN	47000	50800	54150	56900	59000	60400	61200	61500	60900
TOTAL NUMBER	331	107	189	192	132	114	123	76	83
OVER $88000	0	0	0	3	2	3	3	2	9
UNDER $17000	0	0	0	0	0	0	0	0	0

MIDDLE ATLANTIC, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36550	37400	38250	39100	39950	40800	41650	42500	43350
UPPER QUARTILE	33850	34600	35300	36000	36750	37500	38200	38950	39700
MEDIAN	30800	31200	31650	32100	32550	33000	33450	33900	34350
LOWER QUARTILE	28250	28600	29000	29350	29750	30150	30500	30900	31300
LOWER DECILE	26200	26600	27050	27450	27850	28300	28700	29150	29550
MEAN	31150	31700	32300	32850	33450	34050	34600	35200	35800
TOTAL NUMBER	12	36	103	68	81	98	129	149	146
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45050	47500	49750	51750	53450	54750	55650	56050	55050
UPPER QUARTILE	41150	43250	45200	47000	48500	49650	50450	50800	49500
MEDIAN	35300	36650	38050	39350	40650	41900	43050	44450	46300
LOWER QUARTILE	32100	33350	34550	35800	37050	38300	39500	41050	43600
LOWER DECILE	30400	31700	32950	34150	35300	36400	37350	38500	39800
MEAN	36950	38700	40350	41950	43350	44600	45600	46550	46900
TOTAL NUMBER	432	596	548	282	204	220	185	153	257
OVER $88000	0	0	0	0	0	0	0	1	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MIDDLE ATLANTIC, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	40050	0	0	44600	46050	47450
UPPER QUARTILE	0	0	0	33450	0	0	38600	40300	42000
MEDIAN	0	0	0	31400	0	0	35600	37050	38500
LOWER QUARTILE	0	0	0	31550	0	0	34450	35450	36450
LOWER DECILE	0	0	0	29950	0	0	32350	33200	34000
MEAN	0	0	0	32950	0	0	37000	38350	39700
TOTAL NUMBER	0	3	2	6	4	4	12	14	35
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50150	53750	56800	59200	61100	62500	63500	64400	65000
UPPER QUARTILE	45250	49650	53200	55650	57050	57500	57350	56600	55150
MEDIAN	41400	45600	49300	52150	53850	54400	53850	51750	46600
LOWER QUARTILE	38450	41400	44100	46400	48050	48950	49000	47750	42700
LOWER DECILE	35550	37800	39850	41450	42650	43200	43150	42100	38150
MEAN	42350	46000	49100	51450	53000	53800	53900	53300	51600
TOTAL NUMBER	110	173	201	114	110	268	34	54	92
OVER $88000	0	0	0	0	1	3	1	1	5
UNDER $17000	0	0	0	0	0	0	0	0	0

MIDDLE ATLANTIC, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	61550	0
UPPER QUARTILE	0	0	0	0	0	0	0	49050	0
MEDIAN	0	0	0	0	0	0	0	38150	0
LOWER QUARTILE	0	0	0	0	0	0	0	36650	0
LOWER DECILE	0	0	0	0	0	0	0	35300	0
MEAN	0	0	0	0	0	0	0	40100	0
TOTAL NUMBER	0	0	0	0	1	1	0	8	0
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

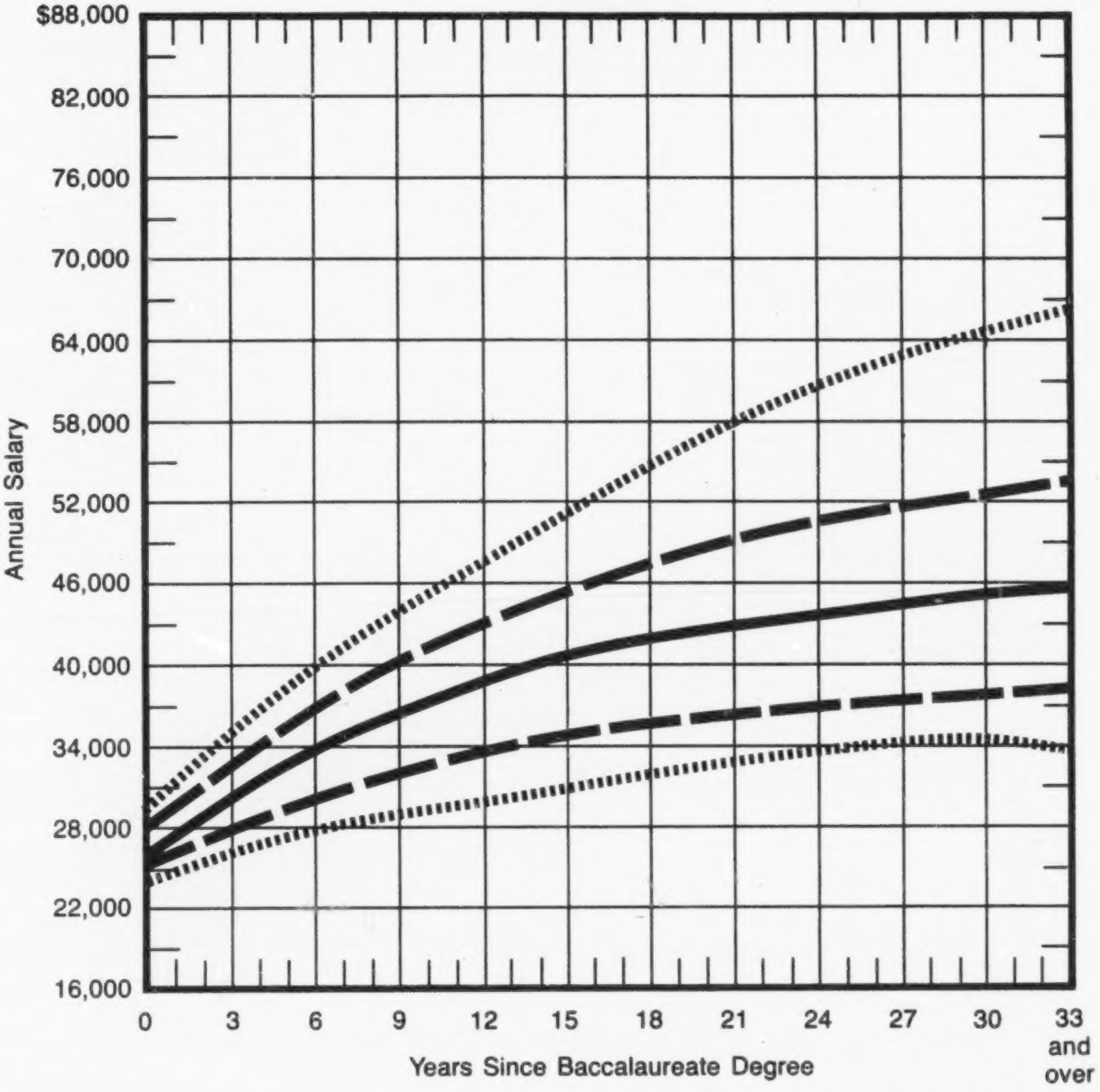
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	59900	58900	58600	58900	59850	61550	64050	0	85200
UPPER QUARTILE	50550	52150	53850	55700	57650	59800	62100	0	72500
MEDIAN	46350	51450	54150	55450	56050	56350	56450	0	56550
LOWER QUARTILE	43850	48700	51400	52750	53300	53550	53650	0	53700
LOWER DECILE	41350	46100	49250	51100	51950	52300	52400	0	52300
MEAN	46450	51200	54400	56400	57550	58250	58600	0	58900
TOTAL NUMBER	5	64	63	57	48	166	11	3	30
OVER $88000	0	0	0	0	1	3	1	1	5
UNDER $17000	0	0	0	0	0	0	0	0	0

MIDDLE ATLANTIC, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	37850	0	0	42200	43650	45050
UPPER QUARTILE	0	0	0	34050	0	0	37850	39150	40450
MEDIAN	0	0	0	31700	0	0	35350	36550	37750
LOWER QUARTILE	0	0	0	31700	0	0	34150	34950	35750
LOWER DECILE	0	0	0	30500	0	0	32300	32900	33450
MEAN	0	0	0	33000	0	0	36350	37450	38550
TOTAL NUMBER	0	3	2	6	2	3	11	5	35
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47800	51450	54350	56450	57600	57950	57650	56600	54350
UPPER QUARTILE	43000	46700	49900	52400	53950	54300	54050	52200	47050
MEDIAN	40050	43200	45750	47600	48650	48950	48650	47600	45150
LOWER QUARTILE	37350	39600	41550	43150	44200	44700	44550	43400	39350
LOWER DECILE	34600	36250	37700	38900	39800	40400	40650	40350	38350
MEAN	40700	43700	46250	48200	49400	49900	49700	48600	45450
TOTAL NUMBER	104	108	137	57	62	101	22	51	62
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

EAST NORTH CENTRAL
ALL ENGINEERS



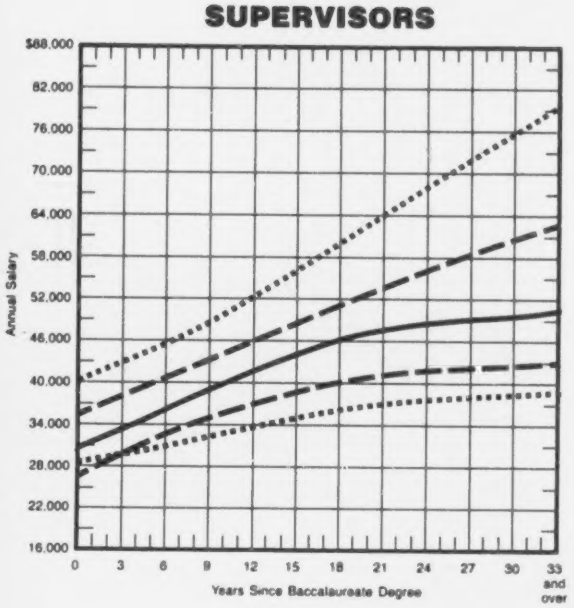
LEGEND

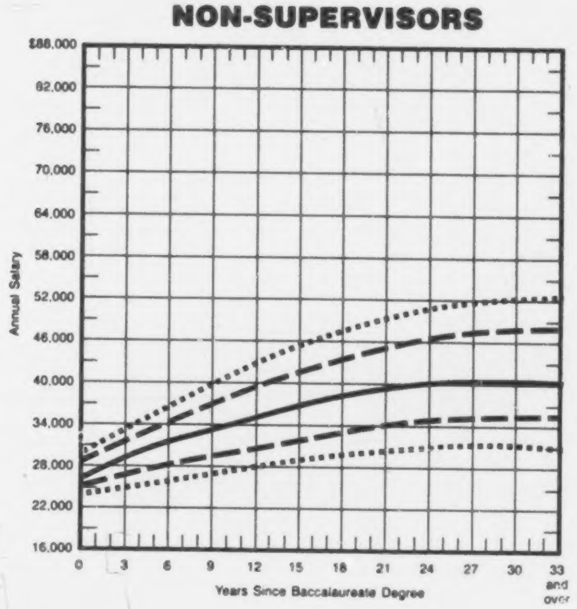
- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30250	31750	33300	34850	36400	37950	39500	41050	42600
UPPER QUARTILE	28300	29650	31000	32350	33700	35050	36350	37650	38950
MEDIAN	26700	27850	29000	30100	31200	32300	33350	34350	35300
LOWER QUARTILE	25650	26450	27250	28050	28800	29550	30300	31000	31650
LOWER DECILE	24700	25100	25550	26000	26450	26850	27300	27750	28150
MEAN	27150	28250	29350	30400	31500	32550	33600	34600	35600
TOTAL NUMBER	750	712	848	951	842	755	771	748	747
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	13	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45650	49900	53700	56950	59650	61750	63350	64800	65850
UPPER QUARTILE	41350	44550	47250	49400	51000	52150	52950	53550	54000
MEDIAN	37100	39400	41300	42750	43800	44600	45150	45600	45850
LOWER QUARTILE	32900	34550	35850	36800	37500	38000	38300	38500	38600
LOWER DECILE	29000	30200	31300	32300	33100	33750	34150	34350	33650
MEAN	37500	40050	42200	43950	45350	46400	47150	47850	48350
TOTAL NUMBER	2100	1799	1622	1250	995	876	721	1135	1943
OVER $88000	0	1	1	8	5	1	22	31	55
UNDER $17000	0	0	0	0	0	0	0	0	0

EAST NORTH CENTRAL





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	40900	41850	42800	43750	44750	45800	46850	47900	48950
UPPER QUARTILE	36650	37500	38350	39200	40050	40950	41800	42700	43650
MEDIAN	30950	32100	33250	34350	35450	36550	37550	38550	39500
LOWER QUARTILE	27300	28600	29850	31100	32250	33350	34350	35300	36200
LOWER DECILE	28250	28900	29550	30150	30750	31350	31900	32450	32950
MEAN	33750	34600	35450	36300	37150	38000	38850	39650	40500
TOTAL NUMBER	9	11	52	51	52	73	103	148	219
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51150	54600	58150	61750	65300	68800	72050	75900	80450
UPPER QUARTILE	45450	48200	50950	53600	56050	58250	60100	61850	62550
MEDIAN	41300	43700	45650	47200	48400	49300	49950	50500	50900
LOWER QUARTILE	37700	39500	40750	41650	42250	42600	42850	43000	43050
LOWER DECILE	33850	35100	36100	36900	37550	38000	38350	38700	38950
MEAN	42100	44350	46500	48400	50100	51600	52800	54100	55400
TOTAL NUMBER	536	674	608	636	476	437	[illegible]65	525	941
OVER $88000	0	1	1	8	5	1	22	31	55
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	31500	32850	34200	35550	36850	38150	39450	40650
UPPER QUARTILE	28500	29650	30800	31950	33050	34150	35250	36300	37350
MEDIAN	26800	27850	28850	29800	30750	31700	32600	33450	34250
LOWER QUARTILE	25800	26500	27200	27850	28500	29100	29700	30250	30750
LOWER DECILE	24850	25200	25550	25850	26200	26550	26850	27150	27500
MEAN	27150	28100	29050	30000	30900	31750	32650	33450	34250
TOTAL NUMBER	740	700	795	900	789	681	667	600	528
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	13	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42950	45950	48300	50050	51200	51950	52350	52550	52550
UPPER QUARTILE	39250	41750	43750	45300	46350	47000	47400	47600	47650
MEDIAN	35750	37550	38900	39850	40400	40700	40850	40850	40750
LOWER QUARTILE	31700	32850	33750	34400	34900	35250	35500	35700	35850
LOWER DECILE	28100	28950	29700	30350	30900	31250	31500	31600	31050
MEAN	35700	37600	39100	40200	40900	41400	41650	41800	41800
TOTAL NUMBER	1564	1125	1014	613	518	439	356	609	1001
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

········ Upper Decile
— — — Upper Quartile
━━━━ Median
— - — Lower Quartile
········ Lower Decile

EAST NORTH CENTRAL, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29650	31150	32650	34200	35800	37400	39000	40550	42150
UPPER QUARTILE	28100	29400	30750	32050	33400	34700	36000	37300	38500
MEDIAN	26600	27700	28800	29850	30950	31950	32950	33950	34850
LOWER QUARTILE	25500	26350	27150	27950	28700	29450	30100	30800	31400
LOWER DECILE	24600	25000	25400	25850	26250	26650	27050	27450	27850
MEAN	26850	27900	29000	30050	31100	32100	33150	34150	35100
TOTAL NUMBER	738	659	762	752	626	626	594	600	510
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	13	0	0	1	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45250	49650	53650	57100	59900	62150	63850	65400	66600
UPPER QUARTILE	40900	44050	46750	48900	50600	51800	52700	53400	53950
MEDIAN	36550	38800	40600	42000	43050	43800	44350	44800	45050
LOWER QUARTILE	32550	34000	35100	35950	36600	37050	37350	37600	37750
LOWER DECILE	28650	29750	30750	31650	32350	32900	33200	33300	32550
MEAN	36950	39450	41550	43300	44700	45800	46600	47300	47800
TOTAL NUMBER	1440	1178	1023	743	732	676	528	943	1395
OVER $88000	0	0	1	0	3	0	21	14	45
UNDER $17000	0	0	0	0	0	0	0	0	0

EAST NORTH CENTRAL, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	38900	40200	41550	42850	44200	45600	45950
UPPER QUARTILE	0	0	36150	37250	38350	39450	40550	41650	42750
MEDIAN	0	0	31250	32600	33850	35100	36300	37500	38600
LOWER QUARTILE	0	0	30650	31600	32500	33350	34150	34950	35650
LOWER DECILE	0	0	31050	31350	31650	31950	32250	32550	32850
MEAN	0	0	34150	35050	35900	36800	37650	38550	39400
TOTAL NUMBER	4	4	39	24	40	69	84	127	184
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49750	53950	58100	62100	65850	69200	72200	75450	79000
UPPER QUARTILE	44900	48000	50950	53600	55950	57950	59650	61350	63050
MEDIAN	40650	43350	45450	47100	48300	49150	49750	50200	50500
LOWER QUARTILE	37000	38600	39850	40800	41500	42000	42350	42600	42750
LOWER DECILE	33400	34250	35000	35700	36400	37000	37550	38200	39050
MEAN	41100	43500	45750	47800	49650	51200	52550	53950	55350
TOTAL NUMBER	332	422	326	372	348	344	271	418	658
OVER $88000	0	0	1	0	3	0	21	14	45
UNDER $17000	0	0	0	0	0	0	0	0	0

EAST NORTH CENTRAL, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29700	30950	32250	33550	34850	36150	37400	38650	39900
UPPER QUARTILE	28350	29400	30500	31550	32650	33700	34750	35800	36800
MEDIAN	26650	27650	28650	29650	30600	31500	32350	33200	33950
LOWER QUARTILE	25700	26400	27050	27700	28350	28950	29500	30050	30550
LOWER DECILE	24800	25100	25400	25750	26050	26350	26600	26900	27200
MEAN	26950	27900	28800	29650	30550	31400	32250	33050	33850
TOTAL NUMBER	734	654	723	727	586	557	509	472	325
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	13	0	0	1	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42250	45400	48000	49950	51300	52100	52450	52500	52150
UPPER QUARTILE	38800	41450	43650	45400	46600	47300	47600	47600	47050
MEDIAN	35350	37000	38200	39000	39500	39750	39850	39850	39800
LOWER QUARTILE	31450	32600	33450	34050	34400	34650	34750	34750	34700
LOWER DECILE	27750	28500	29150	29750	30200	30550	30700	30750	30250
MEAN	35300	37200	38700	39800	40550	41000	41200	41200	41050
TOTAL NUMBER	1107	755	697	371	384	331	256	524	737
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

EAST NORTH CENTRAL, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	35700	36650	37600	38600	39550	40600	41600	42650	43750
UPPER QUARTILE	32150	33000	33900	34800	35700	36650	37600	38550	39500
MEDIAN	29750	30500	31300	32050	32850	33650	34450	35250	36050
LOWER QUARTILE	27850	28400	28950	29550	30100	30650	31200	31750	32350
LOWER DECILE	25250	25700	26100	26500	26950	27350	27750	28200	28600
MEAN	30300	31050	31750	32500	33250	34050	34800	35600	36400
TOTAL NUMBER	10	50	70	188	188	111	153	131	225
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45950	49300	52750	56150	59400	62350	64900	67400	68550
UPPER QUARTILE	41450	44450	47350	50050	52500	54500	55950	56850	55350
MEDIAN	37650	40000	42150	44050	45600	46700	47250	47100	44500
LOWER QUARTILE	33450	35050	36600	38050	39250	40250	41000	41550	41100
LOWER DECILE	29500	30750	32000	33250	34400	35500	36500	37650	38950
MEAN	37950	40350	42650	44800	46750	48400	49650	50600	50000
TOTAL NUMBER	608	446	458	264	176	155	153	171	287
OVER $88000	0	1	0	3	2	1	0	13	10
UNDER $17000	0	0	0	0	0	0	0	0	0

EAST NORTH CENTRAL, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	40500	41400	42350	43300	44300	0	46300	47350	48400
UPPER QUARTILE	38750	39450	40200	40900	41650	0	43150	43900	44650
MEDIAN	34650	35400	36150	36900	37650	0	39150	39950	40700
LOWER QUARTILE	30950	31650	32300	32950	33600	0	34900	35550	36200
LOWER DECILE	30350	30850	31300	31800	32300	0	33250	33750	34200
MEAN	35200	35950	36650	37400	38200	0	39700	40450	41250
TOTAL NUMBER	5	6	12	26	10	4	17	15	34
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50550	53900	57400	60950	64450	67950	71200	75150	80050
UPPER QUARTILE	46150	48450	50750	52950	55100	57050	58800	60750	62750
MEDIAN	42150	44250	46200	47850	49150	50050	50500	50300	48050
LOWER QUARTILE	37450	39250	40850	42150	43200	43900	44150	43850	41700
LOWER DECILE	35100	36400	37600	38600	39500	40150	40550	40750	40000
MEAN	42750	45000	47150	49150	50900	52300	53400	54150	53500
TOTAL NUMBER	191	206	194	134	90	73	76	96	190
OVER $88000	0	1	0	3	2	1	0	13	10
UNDER $17000	0	0	0	0	0	0	0	0	0

EAST NORTH CENTRAL, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32850	33950	35100	36200	37300	38400	39500	40600	41650
UPPER QUARTILE	31200	32150	33150	34050	35000	35900	36800	37650	38500
MEDIAN	30250	30800	31350	31900	32450	33000	33600	34150	34700
LOWER QUARTILE	28200	28550	28950	29350	29700	30100	30450	30850	31200
LOWER DECILE	24800	25200	25550	25900	26300	26650	27050	27400	27750
MEAN	29900	30550	31150	31800	32400	33050	33650	34300	34900
TOTAL NUMBER	5	43	57	162	177	106	135	116	190
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43650	46450	48850	50850	52500	53750	54650	55500	56150
UPPER QUARTILE	40100	42200	44000	45450	46650	47550	48250	48850	49350
MEDIAN	35800	37400	38900	40300	41500	42500	43250	43850	43550
LOWER QUARTILE	31950	33050	34100	35100	36000	36850	37600	38400	39250
LOWER DECILE	28450	29500	30500	31450	32250	33000	33600	34150	34450
MEAN	36100	37850	39450	40850	42100	43100	43800	44400	44500
TOTAL NUMBER	417	240	263	130	85	82	76	74	97
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

EAST NORTH CENTRAL, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	41100	42350	43650	44950	46250	47550
UPPER QUARTILE	0	0	0	37250	38100	39000	39900	40750	41650
MEDIAN	0	0	0	31700	32600	33550	34450	35400	36350
LOWER QUARTILE	0	0	0	30300	31300	32300	33250	34150	35050
LOWER DECILE	0	0	0	29450	30100	30700	31250	31800	32350
MEAN	0	0	0	34450	35300	36150	37000	37850	38700
TOTAL NUMBER	1	2	4	10	27	18	23	17	12
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50200	54000	57400	60200	62150	63000	62700	60600	53350
UPPER QUARTILE	43400	45900	48150	50050	51450	52350	52600	52000	48500
MEDIAN	38200	40850	43300	45350	46950	48000	48450	48250	46200
LOWER QUARTILE	36650	38550	39950	40700	41000	40900	40500	39800	38750
LOWER DECILE	33350	34600	35550	36250	36750	37000	37150	37150	36950
MEAN	40400	42850	45100	47050	48600	49600	50050	49650	46500
TOTAL NUMBER	52	174	139	242	85	44	40	20	259
OVER $88000	0	0	0	5	0	0	0	3	0
UNDER $17000	0	0	0	0	0	0	0	0	0

EAST NORTH CENTRAL, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	50700	0
UPPER QUARTILE	0	0	0	0	0	0	0	48050	0
MEDIAN	0	0	0	0	0	0	0	47100	0
LOWER QUARTILE	0	0	0	0	0	0	0	44800	0
LOWER DECILE	0	0	0	0	0	0	0	58700	0
MEAN	0	0	0	0	0	0	0	47450	0
TOTAL NUMBER	0	0	0	0	1	0	1	5	0
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

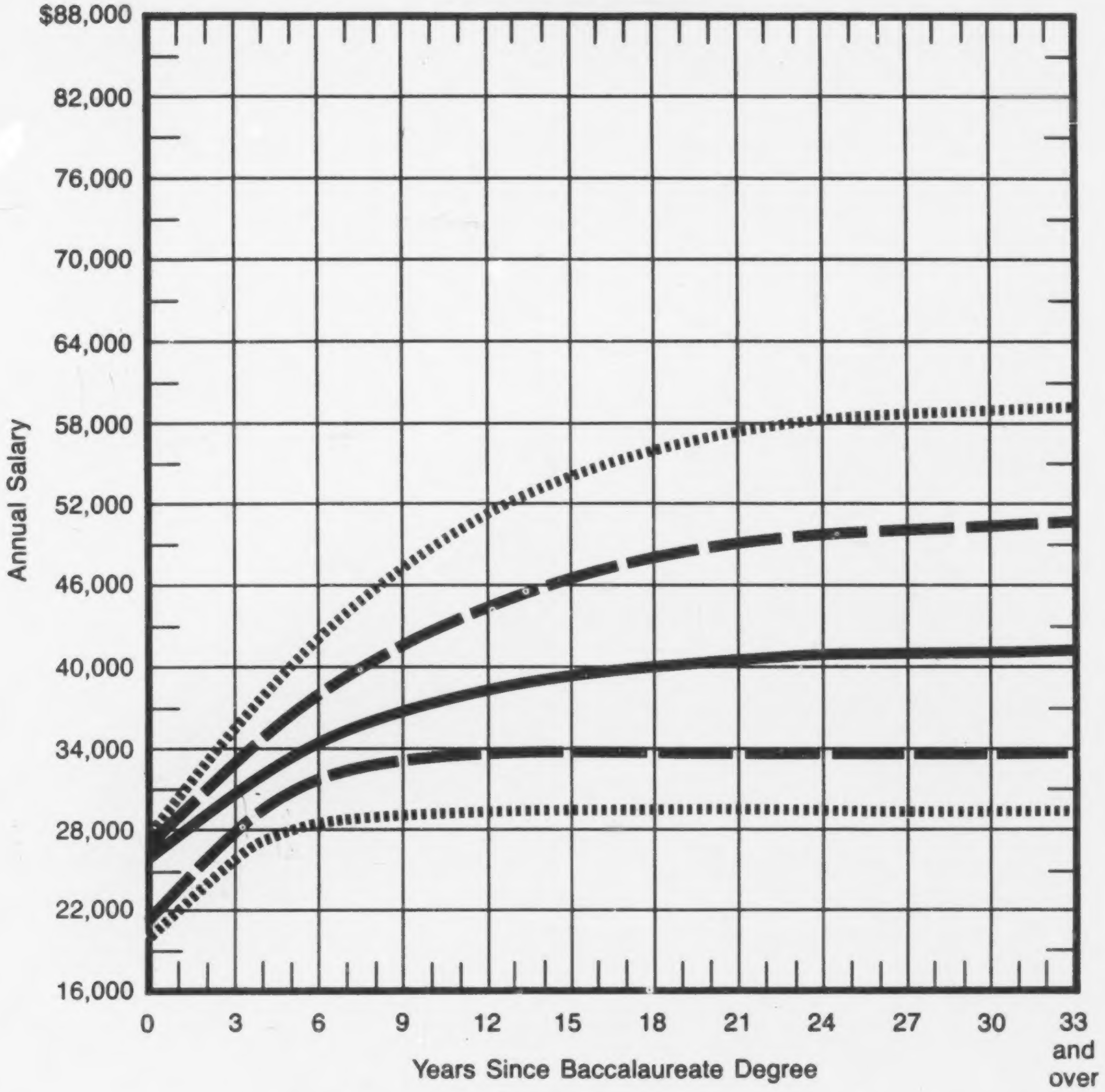
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54100	57500	60800	63800	66500	68650	70250	71200	69600
UPPER QUARTILE	51000	53700	55900	57450	58300	58350	57550	55350	49250
MEDIAN	47700	48200	48600	48900	49150	49250	49250	49100	48350
LOWER QUARTILE	45250	45650	45950	46250	46450	46650	46700	46750	46500
LOWER DECILE	41750	41950	43450	44350	44700	44850	44900	44900	44900
MEAN	48950	50250	51450	52400	53150	53700	53950	53900	52700
TOTAL NUMBER	12	45	86	130	38	19	17	9	93
OVER $88000	0	0	0	5	0	0	0	3	0
UNDER $17000	0	0	0	0	0	0	0	0	0

EAST NORTH CENTRAL, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	38850	39550	40250	40950	41650	42350
UPPER QUARTILE	0	0	0	36750	37250	37700	38200	38650	39100
MEDIAN	0	0	0	31900	32600	33250	33950	34550	35200
LOWER QUARTILE	0	0	0	29950	31950	33450	34550	35300	35850
LOWER DECILE	0	0	0	29750	30200	30600	31000	31400	31800
MEAN	0	0	0	34000	34500	35050	35550	36100	36600
TOTAL NUMBER	1	2	4	10	26	17	21	11	12
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43650	45600	47350	48850	50050	50950	51450	51450	49800
UPPER QUARTILE	40000	41350	42600	43750	44800	45700	46450	47200	47650
MEDIAN	36400	38050	39500	40800	41850	42700	43400	44050	44650
LOWER QUARTILE	36500	36950	37100	37150	37150	37150	37150	37150	37150
LOWER DECILE	32500	33400	34200	34850	35350	35800	36100	36400	36650
MEAN	37600	39050	40400	41550	42550	43300	43800	44050	43300
TOTAL NUMBER	39	129	52	112	47	25	23	10	166
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

WEST NORTH CENTRAL
ALL ENGINEERS



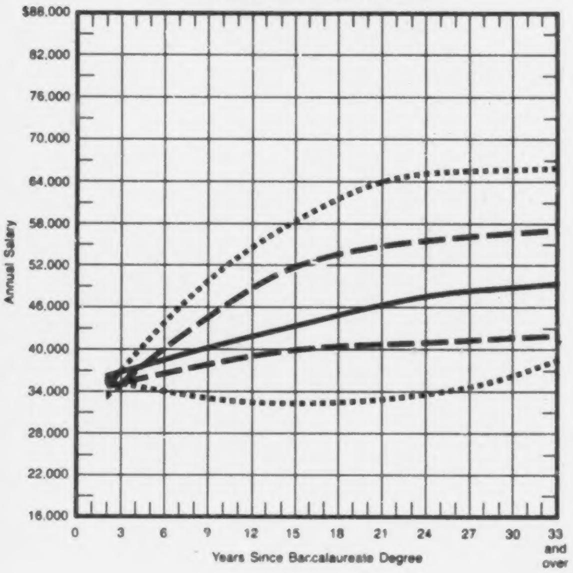
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28750	31050	33400	35700	37950	40100	42200	44100	45950
UPPER QUARTILE	27800	29550	31250	32950	34550	36100	37550	38950	40250
MEDIAN	26100	27700	29250	30650	32000	33200	34300	35300	36200
LOWER QUARTILE	21250	24800	27550	29550	31000	31950	32600	33050	33350
LOWER DECILE	20750	23850	25900	27200	27950	28400	28700	28850	28950
MEAN	25700	27400	29000	30550	32000	33350	34600	35750	36800
TOTAL NUMBER	128	245	235	213	194	177	156	188	193
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000.	2	3	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49100	52750	55300	56950	57950	58600	58950	59150	59250
UPPER QUARTILE	42550	45300	47300	48700	49650	50250	50600	50850	50950
MEDIAN	37700	39300	40300	40950	41350	41550	41650	41750	41750
LOWER QUARTILE	33700	33900	33950	33950	33950	33950	33950	33950	33950
LOWER DECILE	29050	29100	29100	29100	29100	29100	29100	29100	29100
MEAN	38550	40500	41750	42600	43100	43400	43550	43650	43650
TOTAL NUMBER	538	500	463	466	334	451	272	287	573
OVER $88000	0	0	0	0	0	14	1	2	9
UNDER $17000	0	0	0	0	0	0	0	0	0

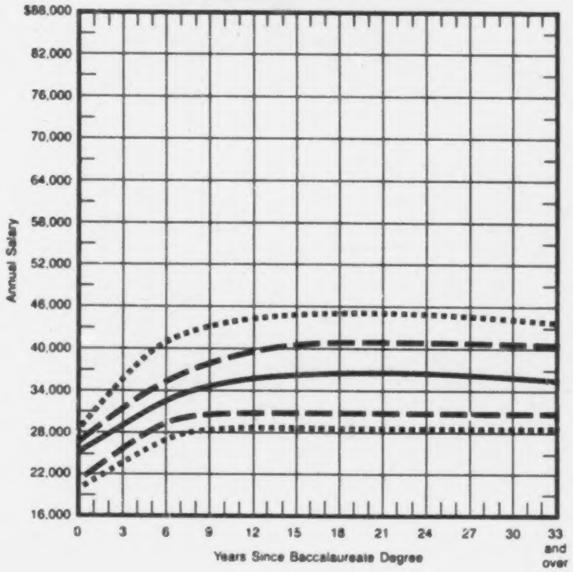
LEGEND

┅┅┅┅ Upper Decile
— — — — Upper Quartile
━━━━ Median
— — — — Lower Quartile
┅┅┅┅ Lower Decile

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	35600	38050	40400	42750	45000	47150	49200
UPPER QUARTILE	0	0	33750	35700	37600	39450	41200	42900	44450
MEDIAN	0	0	34600	35500	36400	37300	38200	39000	39850
LOWER QUARTILE	0	0	34000	34650	35250	35800	36300	36850	37300
LOWER DECILE	0	0	35200	34950	34700	34450	34250	34050	33900
MEAN	0	0	34000	35200	36400	37550	38650	39700	40650
TOTAL NUMBER	0	3	6	15	10	19	24	48	42
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52900	57400	60700	63000	64500	65450	66050	66450	66600
UPPER QUARTILE	47250	50600	52950	54600	55650	56350	56750	57050	57150
MEDIAN	41350	43400	45050	46400	47450	48150	48700	49100	49400
LOWER QUARTILE	38200	39300	40200	40900	41400	41800	42100	42300	42500
LOWER DECILE	33600	33350	33250	33300	33550	34000	34600	35750	38900
MEAN	42500	44800	46600	48000	49050	49750	50250	50650	50900
TOTAL NUMBER	164	178	236	208	217	200	177	210	294
OVER $88000	0	0	0	0	0	14	1	2	9
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28300	30850	33350	35650	37750	39600	41200	42450	43500
UPPER QUARTILE	25750	29250	31500	33450	35050	36350	37400	38200	38800
MEDIAN	25250	27550	29450	31000	32250	33150	33900	34450	34850
LOWER QUARTILE	20550	25400	28450	29950	30550	30650	30600	30500	30450
LOWER DECILE	20600	23900	25950	27100	27700	28000	28100	28200	28200
MEAN	24350	27200	29500	31250	32600	33600	34350	34900	35300
TOTAL NUMBER	128	242	229	197	184	157	131	139	150
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	2	3	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44850	45550	45450	45000	44550	44200	43950	43800	43750
UPPER QUARTILE	39550	40050	40200	40250	40250	40250	40250	40250	40250
MEDIAN	35400	35850	36000	36050	36100	36100	36100	36100	36100
LOWER QUARTILE	30300	30200	30200	30200	30200	30200	30200	30200	30200
LOWER DECILE	28250	28250	28250	28250	28250	28250	28250	28250	28250
MEAN	35750	36050	36150	36200	36200	36200	36200	36200	36200
TOTAL NUMBER	373	322	227	258	116	251	94	76	279
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪	Upper Decile
— — —	Upper Quartile
━━━━━	Median
— — —	Lower Quartile
▪▪▪▪▪▪▪▪▪	Lower Decile

WEST NORTH CENTRAL, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29700	31350	33000	34600	36250	37850	39400	40900	42400
UPPER QUARTILE	28200	29600	31000	32400	33750	35100	36350	37550	38700
MEDIAN	26200	27700	29100	30450	31650	32800	33850	34800	35650
LOWER QUARTILE	20950	24950	27850	29750	30900	31600	32050	32300	32450
LOWER DECILE	20800	23700	25650	26900	27650	28100	28400	28600	28700
MEAN	26200	27500	28800	30050	31250	32350	33400	34400	35350
TOTAL NUMBER	127	241	224	194	188	152	131	166	155
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	2	3	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45150	48750	51700	54000	55700	56950	57750	58400	58700
UPPER QUARTILE	40850	43550	45700	47350	48500	49300	49850	50250	50500
MEDIAN	37100	38650	39700	40350	40750	41000	41150	41200	41250
LOWER QUARTILE	32650	32700	32750	32750	32750	32750	32750	32750	32750
LOWER DECILE	28800	28850	28850	28850	28850	28850	28850	28850	28850
MEAN	36950	38900	40350	41350	42000	42450	42700	42900	43000
TOTAL NUMBER	393	385	394	347	282	405	237	270	531
OVER $88000	0	0	0	0	0	0	1	1	8
UNDER $17000	0	0	0	0	0	0	0	0	0

WEST NORTH CENTRAL, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	39100	40500	41850	43200	44550	45850
UPPER QUARTILE	0	0	0	36600	37550	38500	39450	40400	41350
MEDIAN	0	0	0	35600	36300	37050	37750	38450	39150
LOWER QUARTILE	0	0	0	35500	35800	36050	36350	36600	36850
LOWER DECILE	0	0	0	32000	31850	31650	31500	31400	31300
MEAN	0	0	0	35550	36250	37000	37700	38450	39150
TOTAL NUMBER	0	2	4	14	10	19	21	42	26
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48450	52050	55300	58100	60500	62400	63900	65350	66450
UPPER QUARTILE	43300	46250	49100	51750	54050	55950	57250	58000	56300
MEDIAN	40450	42300	44000	45400	46600	47500	48200	48700	48900
LOWER QUARTILE	37350	38100	38850	39500	40150	40750	41300	41950	42850
LOWER DECILE	31150	31100	31150	31450	31900	32550	33450	35000	39300
MEAN	40500	42400	44100	45650	47000	48100	49050	50000	50950
TOTAL NUMBER	128	107	197	169	173	156	170	198	259
OVER $88000	0	0	0	0	0	0	1	1	8
UNDER $17000	0	0	0	0	0	0	0	0	0

WEST NORTH CENTRAL, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28400	30800	32950	34900	36600	38050	39250	40300	41150
UPPER QUARTILE	26850	29200	31250	33000	34500	35650	36650	37400	38000
MEDIAN	25050	27550	29550	31000	32100	32900	33500	33900	34200
LOWER QUARTILE	20550	25400	28400	29850	30400	30500	30450	30350	30250
LOWER DECILE	20650	23850	25800	26900	27500	27750	27900	27950	28000
MEAN	24450	27100	29250	30900	32150	33100	33750	34250	34600
TOTAL NUMBER	127	239	220	179	178	132	110	123	128
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	2	3	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42400	43550	44150	44450	44600	44650	44700	44700	44700
UPPER QUARTILE	38900	39600	39950	40100	40150	40200	40200	40200	40200
MEDIAN	34550	34800	34900	34900	34900	34900	34900	34900	34900
LOWER QUARTILE	30100	30000	30000	30000	30000	30000	30000	30000	30000
LOWER DECILE	28000	28000	28000	28000	28000	28000	28000	28000	28000
MEAN	35050	35350	35450	35450	35500	35500	35500	35500	35500
TOTAL NUMBER	265	277	197	178	109	248	67	71	271
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

WEST NORTH CENTRAL, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	34300	36700	39000	41150	43150	44900	46500
UPPER QUARTILE	0	0	33850	35500	37050	38450	39700	40850	41800
MEDIAN	0	0	34500	35000	35450	35950	36400	36850	37350
LOWER QUARTILE	0	0	32800	33150	33500	33850	34200	34550	34900
LOWER DECILE	0	0	27650	29000	30150	31150	31950	32600	33150
MEAN	0	0	32450	33600	34750	35800	36800	37750	38650
TOTAL NUMBER	1	4	10	19	6	25	10	22	38
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49100	51650	53050	53800	54100	54250	54300	54350	54350
UPPER QUARTILE	43400	44950	45850	46350	46600	46700	46800	46800	46850
MEDIAN	38250	39550	40750	41900	42950	43900	44750	45700	46850
LOWER QUARTILE	35600	36700	37800	38900	40000	41100	42250	43700	46150
LOWER DECILE	33950	34650	35000	35200	35300	35350	35350	35350	35350
MEAN	40200	42100	43500	44450	45150	45600	45900	46100	46250
TOTAL NUMBER	113	68	39	91	23	32	34	16	42
OVER $88000	0	0	0	0	0	0	0	1	1
UNDER $17000	0	0	0	0	0	0	0	0	0

WEST NORTH CENTRAL, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	40250	44650
UPPER QUARTILE	0	0	0	0	0	0	0	38850	43600
MEDIAN	0	0	0	0	0	0	0	44050	44200
LOWER QUARTILE	0	0	0	0	0	0	0	39900	40050
LOWER DECILE	0	0	0	0	0	0	0	39000	38600
MEAN	0	0	0	0	0	0	0	43400	43900
TOTAL NUMBER	0	1	2	1	0	0	3	6	16
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

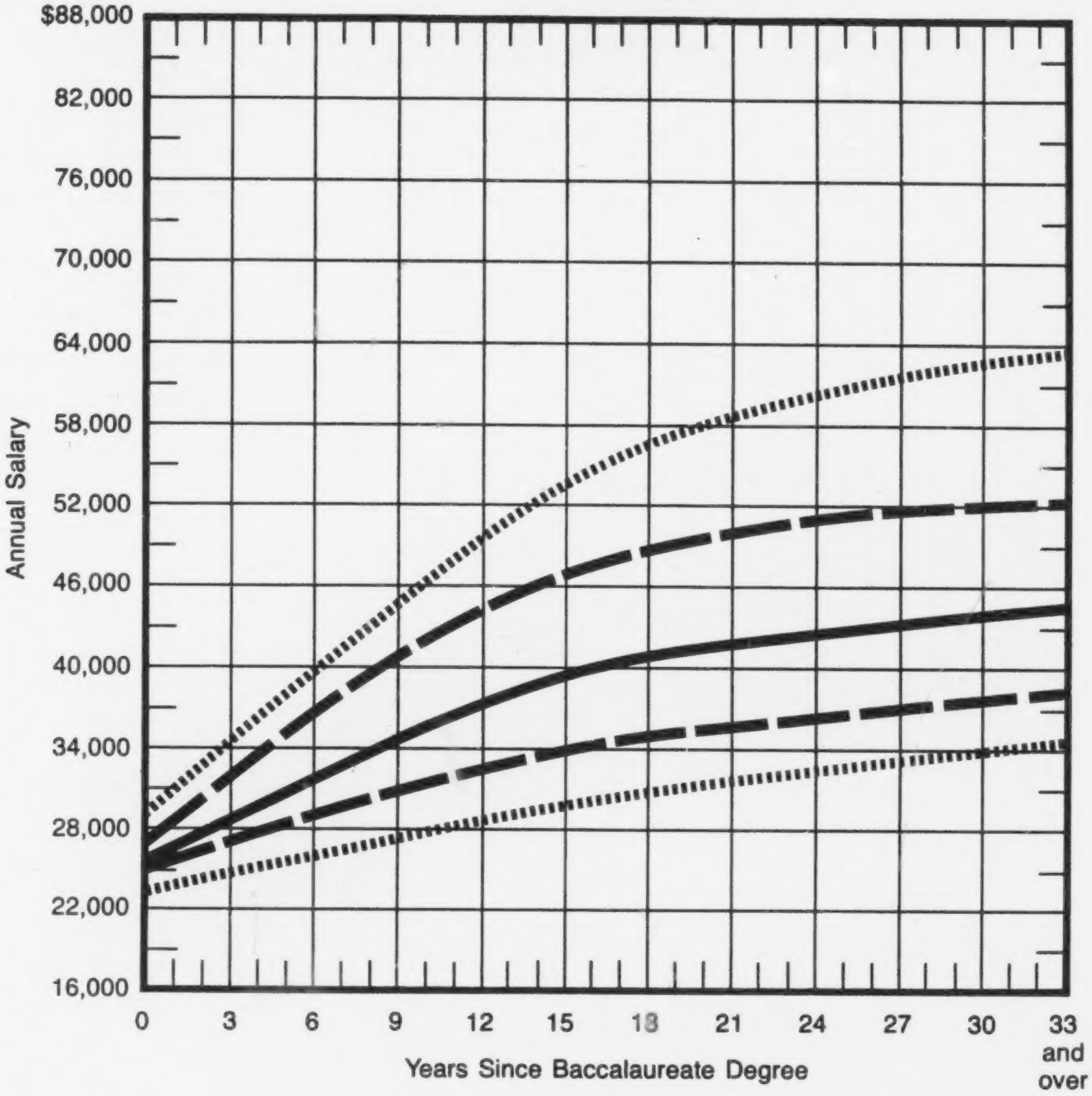
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52750	61500	65500	66300	65750	64900	64250	63750	63500
UPPER QUARTILE	50000	53000	52850	52300	51950	51750	51700	51650	51650
MEDIAN	44450	44900	45400	45900	46500	47150	47850	48900	51050
LOWER QUARTILE	40300	40800	41350	42000	42750	43600	44550	46050	49350
LOWER DECILE	37950	37300	36950	36950	37200	37800	38750	40650	46450
MEAN	44900	46300	47550	48700	49700	50550	51300	52050	52900
TOTAL NUMBER	20	40	23	36	16	29	7	11	34
OVER $88000	0	0	0	0	0	0	0	1	1
UNDER $17000	0	0	0	0	0	0	0	0	0

WEST NORTH CENTRAL, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	32850	35800	38500	40900	42950	44550	45750
UPPER QUARTILE	0	0	34500	35350	36200	36900	37600	38200	38700
MEDIAN	0	0	29450	33650	36050	37250	37800	38000	38100
LOWER QUARTILE	0	0	29600	31250	32500	33400	34000	34450	34800
LOWER DECILE	0	0	28400	28950	29550	30100	30600	31150	31650
MEAN	0	0	30700	33050	34800	36000	36850	37400	37750
TOTAL NUMBER	1	3	8	18	6	25	7	16	22
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46950	46600	45100	43350	41900	0	40100	0	39350
UPPER QUARTILE	39550	40350	40650	40600	40400	0	39750	0	39000
MEDIAN	38100	38100	38050	38050	38050	0	38050	0	38050
LOWER QUARTILE	35150	35400	35500	35550	35550	0	35550	0	35550
LOWER DECILE	32600	33800	34650	35200	35400	0	34650	0	30750
MEAN	38100	38250	38300	38300	38300	0	38300	0	38300
TOTAL NUMBER	93	28	16	54	7	3	27	4	7
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

SOUTH ATLANTIC
ALL ENGINEERS



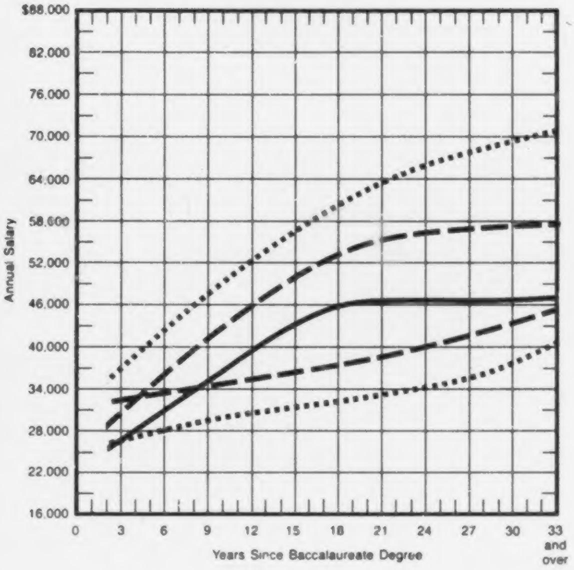
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29200	31050	32900	34750	36600	38400	40250	42000	43750
UPPER QUARTILE	27200	28900	30600	32250	33900	35450	37000	38450	39800
MEDIAN	26400	27550	28650	29750	30850	31850	32850	33800	34750
LOWER QUARTILE	25350	26050	26700	27400	28050	28700	29300	29900	30500
LOWER DECILE	23450	23900	24350	24800	25250	25700	26150	26600	27000
MEAN	26200	27400	28600	29750	30900	32050	33150	34250	35250
TOTAL NUMBER	313	416	473	528	453	543	417	449	542
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47000	51350	54900	57750	59800	61300	62300	63050	63450
UPPER QUARTILE	42300	45350	47700	49400	50550	51350	51800	52150	52250
MEDIAN	36400	38550	40250	41600	42550	43250	43750	44150	44350
LOWER QUARTILE	31600	33050	34350	35400	36250	36950	37450	37900	38300
LOWER DECILE	27850	29000	30050	31050	31900	32600	33250	33900	34550
MEAN	37200	39750	41800	43500	44750	45650	46300	46850	47150
TOTAL NUMBER	1559	1380	1041	1075	806	891	579	682	1098
OVER $88000	0	6	0	14	0	32	6	17	20
UNDER $17000	0	0	0	0	0	0	0	0	0

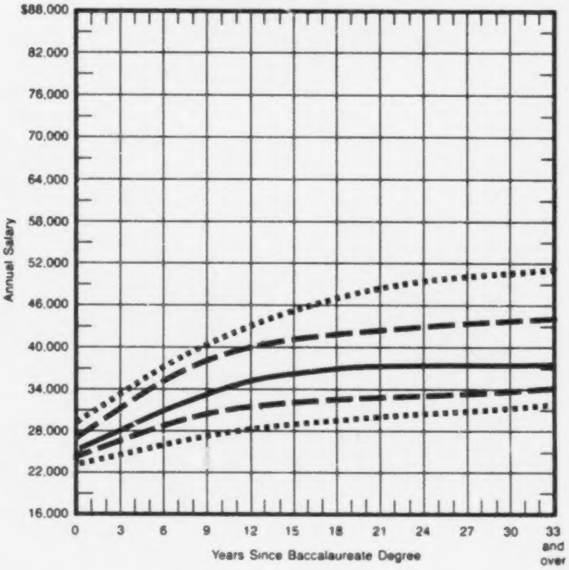
LEGEND

- ▮▮▮▮▮▮▮▮ Upper Decile
- — — — — Upper Quartile
- ▬▬▬▬ Median
- — — — — Lower Quartile
- ▮▮▮▮▮▮▮▮ Lower Decile

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	34800	36850	38950	41050	43100	45100	47100
UPPER QUARTILE	0	0	28350	31050	33700	36250	38700	41000	43100
MEDIAN	0	0	25350	28250	31000	33550	35800	37800	39500
LOWER QUARTILE	0	0	32750	33100	33400	33700	34050	34350	34700
LOWER DECILE	0	0	26750	27050	27400	27750	28100	28450	28800
MEAN	0	0	30450	31900	33350	34750	36050	37350	38600
TOTAL NUMBER	0	3	6	12	31	94	69	114	242
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50900	55950	60200	63550	66050	67800	69000	69950	70450
UPPER QUARTILE	46750	50850	53500	55100	56050	56600	56850	57000	57000
MEDIAN	42100	44400	45600	46200	46500	46600	46650	46700	46700
LOWER QUARTILE	35350	36400	37400	38450	39500	40600	41700	43150	45700
LOWER DECILE	29500	30600	31750	32900	34100	35300	36550	38200	41150
MEAN	40900	43900	46200	48000	49300	50200	50800	51300	51550
TOTAL NUMBER	596	509	462	571	448	611	335	349	714
OVER $88000	0	6	0	13	0	32	5	17	20
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29450	31150	32750	34350	35850	37300	38650	39900	41100
UPPER QUARTILE	27750	29150	30550	31850	33100	34300	35350	36400	37300
MEDIAN	25900	27300	28600	29800	30900	31850	32700	33400	34050
LOWER QUARTILE	24900	25750	26550	27250	27950	28600	29200	29700	30200
LOWER DECILE	23350	23800	24300	24700	25150	25600	26000	26400	26750
MEAN	26150	27350	28500	29550	30600	31550	32450	33250	34000
TOTAL NUMBER	313	413	467	516	421	449	348	334	299
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43200	45650	47450	48700	49550	50050	50350	50550	50600
UPPER QUARTILE	38900	40800	42150	43050	43600	44000	44200	44350	44400
MEDIAN	35100	36100	36750	37100	37300	37400	37450	37500	37500
LOWER QUARTILE	31050	32050	32700	33200	33500	33750	33850	33950	34000
LOWER DECILE	27500	28450	29250	29950	30550	31000	31350	31700	31950
MEAN	35250	36750	37750	38450	38900	39200	39350	39500	39550
TOTAL NUMBER	963	871	578	503	357	280	244	333	384
OVER $88000	0	0	0	1	0	0	1	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

┈┈┈┈	Upper Decile
— — —	Upper Quartile
━━━━	Median
— — —	Lower Quartile
┈┈┈┈	Lower Decile

SOUTH ATLANTIC, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29500	31200	32850	34550	36250	37950	39600	41250	42900
UPPER QUARTILE	27500	29050	30600	32100	33600	35050	36450	37800	39050
MEDIAN	26750	27750	28700	29600	30550	31450	32300	33150	34000
LOWER QUARTILE	25850	26350	26850	27350	27850	28300	28800	29300	29750
LOWER DECILE	23600	24000	24350	24700	25050	25450	25800	26150	26550
MEAN	26500	27550	28600	29600	30650	31650	32650	33600	34550
TOTAL NUMBER	312	416	461	502	409	499	33[illegible]	365	454
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45950	50150	53700	56550	58800	60450	61550	62500	63000
UPPER QUARTILE	41450	44450	46850	48600	49900	50800	51350	51800	52000
MEDIAN	35550	37600	39300	40700	41800	42650	43250	43750	44150
LOWER QUARTILE	30700	32000	33250	34450	35500	36400	37250	38150	39150
LOWER DECILE	27250	28350	29400	30400	31400	32350	33250	34300	35750
MEAN	36350	38800	40850	42600	44000	45050	45950	46550	47050
TOTAL NUMBER	1156	1057	757	811	647	581	465	525	887
OVER $88000	0	6	0	13	0	18	4	17	14
UNDER $17000	0	0	0	0	0	0	0	0	0

SOUTH ATLANTIC, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	37800	39050	40300	41600	42950	44300	45700
UPPER QUARTILE	0	0	28450	30950	33400	35850	38150	40350	42450
MEDIAN	0	0	25450	28250	30900	33400	35600	37500	39200
LOWER QUARTILE	0	0	33250	33450	33650	33850	34100	34300	34550
LOWER DECILE	0	0	27300	27550	27800	28050	28300	28550	28800
MEAN	0	0	30600	31900	33200	34500	35750	36950	38100
TOTAL NUMBER	0	3	6	12	31	92	52	93	233
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48500	52800	57050	61050	64450	67050	68550	68600	63600
UPPER QUARTILE	46100	50300	53150	55000	56100	56750	57100	57300	57350
MEDIAN	41750	44100	45350	46000	46300	46450	46500	46500	46500
LOWER QUARTILE	35000	35750	36600	37450	38400	39450	40550	42200	45600
LOWER DECILE	29350	30200	31150	32150	33200	34350	35650	37500	41350
MEAN	40300	43150	45500	47350	48750	49750	50450	51050	51400
TOTAL NUMBER	496	358	312	463	349	344	269	298	600
OVER $88000	0	6	0	13	0	18	3	17	14
UNDER $17000	0	0	0	0	0	0	0	0	0

SOUTH ATLANTIC, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30000	31400	32700	34000	35250	36450	37600	38700	39700
UPPER QUARTILE	27750	29150	30500	31750	32900	34000	35000	35900	36700
MEDIAN	26150	27350	28500	29550	30500	31350	32100	32750	33350
LOWER QUARTILE	25400	26000	26550	27050	27600	28050	28550	29000	29450
LOWER DECILE	23450	23850	24200	24600	24950	25300	25650	26000	26350
MEAN	26500	27500	28400	29350	30200	31000	31750	32450	33150
TOTAL NUMBER	312	413	455	490	377	407	285	272	220
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41550	43850	45600	46900	47850	48450	48900	49200	49350
UPPER QUARTILE	38100	39650	40700	41400	41850	42100	42250	42350	42350
MEDIAN	34300	[illegible]	35450	36250	36450	36550	36650	36650	36700
LOWER QUARTILE	30250	31300	32150	32900	33450	33850	34200	34450	34700
LOWER DECILE	27000	27850	28700	29400	30050	30550	31000	31450	31900
MEAN	34300	35750	36800	37550	38100	38500	38700	38900	38950
TOTAL NUMBER	660	699	445	348	298	236	196	226	287
OVER $88000	0	0	0	0	0	0	1	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

SOUTH ATLANTIC, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	33750	35600	37500	39450	41400	43300	45250
UPPER QUARTILE	0	0	31600	33200	34800	36350	37900	39400	40850
MEDIAN	0	0	29350	30750	32150	33450	34700	35850	36900
LOWER QUARTILE	0	0	27700	28600	29500	30400	31300	32150	33000
LOWER DECILE	0	0	25400	26000	26600	27200	27850	28450	29050
MEAN	0	0	29800	31100	32350	33600	34800	36000	37200
TOTAL NUMBER	1	0	12	25	43	44	78	82	85
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48900	53850	57750	60450	61900	62400	62250	61450	60150
UPPER QUARTILE	43550	46900	49350	50900	51700	52000	52000	51750	51350
MEDIAN	38800	41000	42600	43700	44450	44900	45200	45350	45450
LOWER QUARTILE	34600	36750	38350	39400	39900	39850	39400	38250	35950
LOWER DECILE	30300	32000	33550	34850	35850	36400	36550	36050	33550
MEAN	39350	42200	44350	45900	46800	47200	47250	47050	46550
TOTAL NUMBER	396	295	261	229	139	299	108	145	204
OVER $88000	0	0	0	1	0	13	1	0	2
UNDER $17000	0	0	0	0	0	0	0	0	0

SOUTH ATLANTIC, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	47400	48950	50500
UPPER QUARTILE	0	0	0	0	0	0	45600	46600	47550
MEDIAN	0	0	0	0	0	0	42700	42900	43050
LOWER QUARTILE	0	0	0	0	0	0	35650	36050	36500
LOWER DECILE	0	0	0	0	0	0	28350	28950	29550
MEAN	0	0	0	0	0	0	40850	41450	42050
TOTAL NUMBER	0	0	0	0	0	2	15	21	9
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53450	57500	61000	63900	66200	68000	69350	70500	71400
UPPER QUARTILE	49250	51400	53100	54350	55250	55900	56350	56700	56900
MEDIAN	43450	44050	44650	45350	46100	46900	47750	49000	51500
LOWER QUARTILE	37300	38550	39700	40800	41800	42800	43650	44650	46000
LOWER DECILE	30800	32650	34450	36200	37800	39200	40350	41400	41650
MEAN	43200	44900	46450	47900	49250	50450	51500	52650	54000
TOTAL NUMBER	96	134	141	95	84	260	63	48	110
OVER $88000	0	0	0	0	0	13	1	0	2
UNDER $17000	0	0	0	0	0	0	0	0	0

SOUTH ATLANTIC, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	34350	35900	37400	38850	40300	41700	43000
UPPER QUARTILE	0	0	32900	33950	35000	36050	37100	38050	39050
MEDIAN	0	0	30050	31150	32200	33200	34200	35150	36050
LOWER QUARTILE	0	0	27200	28200	29150	30100	31050	31900	32700
LOWER DECILE	0	0	26100	26700	27250	27800	28350	28850	29350
MEAN	0	0	30000	31050	32150	33200	34200	35200	36150
TOTAL NUMBER	1	0	12	25	43	42	63	61	76
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45450	48450	50500	51700	52150	52000	51550	50750	49650
UPPER QUARTILE	40800	43100	44850	46100	46850	47150	47150	46900	46250
MEDIAN	37650	39550	40700	41100	40900	40200	39200	37650	35350
LOWER QUARTILE	34200	35850	36900	37300	37250	36800	36100	35150	33750
LOWER DECILE	30250	31400	32300	32950	33300	33450	33400	33200	32650
MEAN	37900	40000	41450	42250	42400	42150	41550	40500	38900
TOTAL NUMBER	300	160	120	134	55	39	44	96	94
OVER $88000	0	0	0	1	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

SOUTH ATLANTIC, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	1	1	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	60600	60450	60550	60850	61400	62200	63300	65200	70050
UPPER QUARTILE	61200	57750	55450	54050	53450	53550	54400	56800	66000
MEDIAN	55700	51150	48150	46400	45600	45600	46500	49250	60750
LOWER QUARTILE	35750	38050	40100	41800	43000	43600	43600	42650	38800
LOWER DECILE	29100	31400	33500	35250	36550	37250	37200	36150	32050
MEAN	48750	48150	47850	47850	48150	48800	49750	51650	57100
TOTAL NUMBER	7	27	21	34	18	10	5	12	6
OVER $88000	0	0	0	0	0	0	0	0	2
UNDER $17000	0	0	0	0	0	0	0	0	0

SOUTH ATLANTIC, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	1	0	0
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

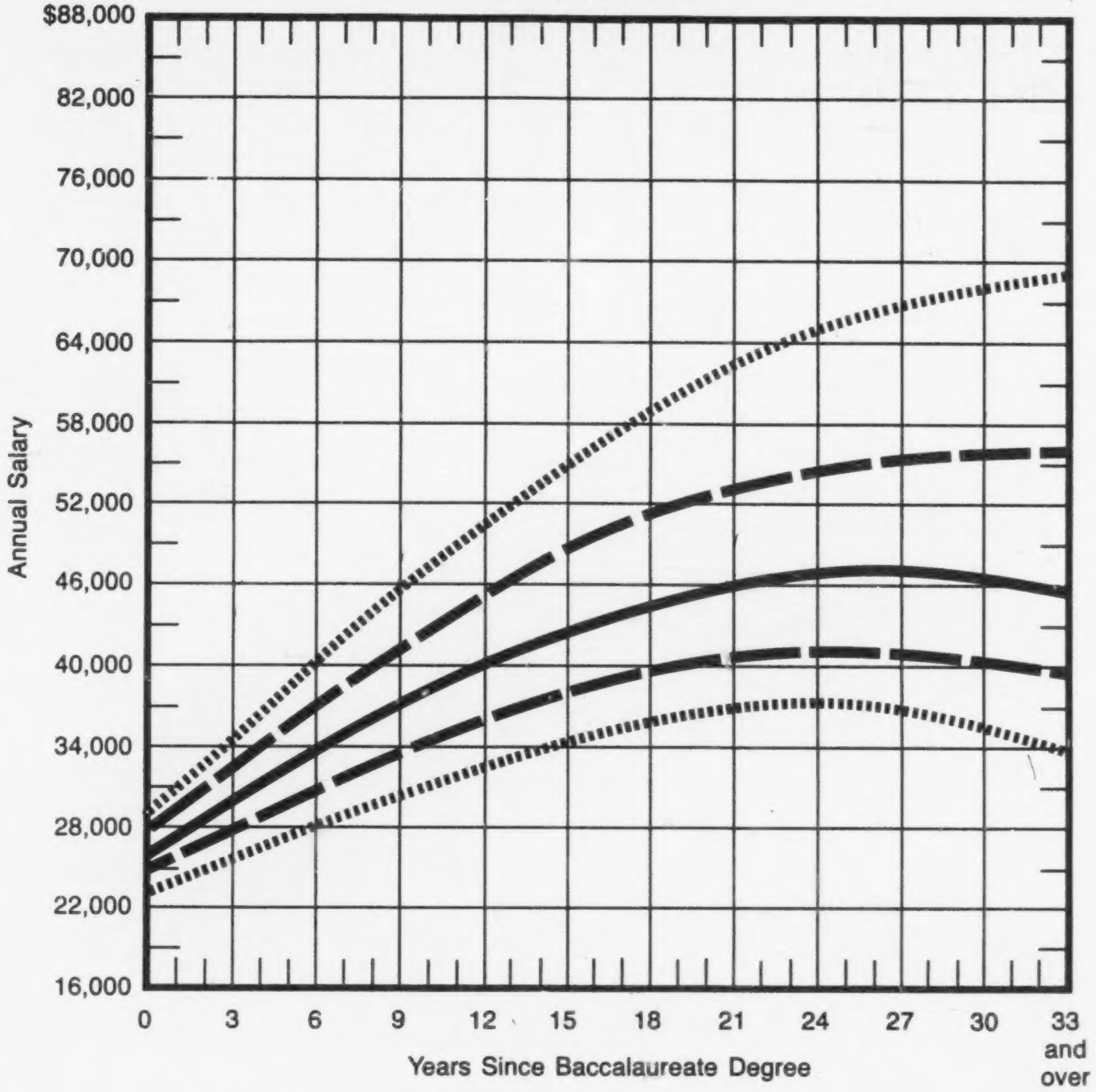
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	61350	65150	68450	71150	73000	0	0	0
UPPER QUARTILE	0	59400	59850	61050	63100	66200	0	0	0
MEDIAN	0	57000	56250	56000	56250	56950	0	0	0
LOWER QUARTILE	0	61500	49750	46800	46300	46200	0	0	0
LOWER DECILE	0	50400	36550	33750	33250	33200	0	0	0
MEAN	0	61200	55400	53700	53400	53350	0	0	0
TOTAL NUMBER	4	16	9	12	14	6	2	2	3
OVER $88000	0	0	0	0	0	0	0	0	2
UNDER $17000	0	0	0	0	0	0	0	0	0

SOUTH ATLANTIC, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	1	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	53950	46750	42700	0	0	0	44500	0
UPPER QUARTILE	0	48250	43500	40800	0	0	0	43950	0
MEDIAN	0	45400	41400	39150	0	0	0	43250	0
LOWER QUARTILE	0	38100	37750	37700	0	0	0	42450	0
LOWER DECILE	0	37000	34450	33200	0	0	0	41950	0
MEAN	0	44650	41050	39000	0	0	0	43200	0
TOTAL NUMBER	3	10	12	21	4	4	3	10	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

EAST SOUTH CENTRAL
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29800	31500	33200	34950	36750	38600	40400	42250	44100
UPPER QUARTILE	28150	29650	31150	32700	34250	35800	37350	38850	40350
MEDIAN	26800	28000	29200	30450	31650	32900	34100	35250	36400
LOWER QUARTILE	25300	26300	27300	28350	29350	30350	31350	32300	33250
LOWER DECILE	23850	24600	25350	26100	26850	27600	28350	29100	29850
MEAN	26650	27900	29150	30450	31750	33050	34300	35600	36800
TOTAL NUMBER	128	272	233	200	330	168	193	164	208
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

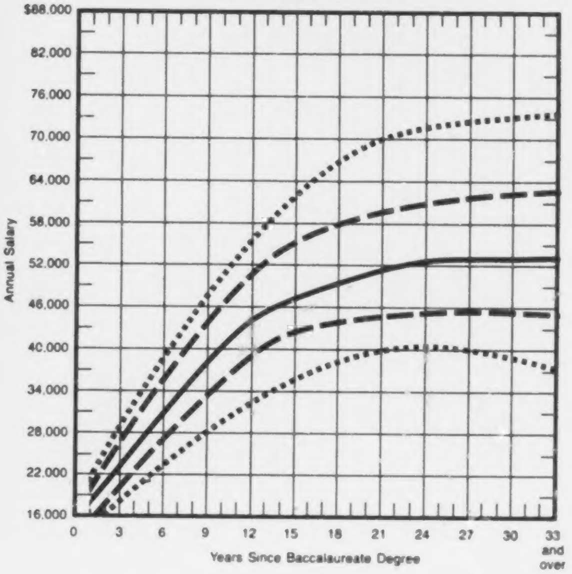
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47700	52700	57150	60800	63600	65600	67000	68150	68900
UPPER QUARTILE	43200	47000	50150	52500	54150	55200	55850	56250	56450
MEDIAN	38600	41450	43700	45350	46300	46750	46800	46550	45900
LOWER QUARTILE	35000	37350	39200	40450	41200	41450	41350	40850	39800
LOWER DECILE	31300	33300	35000	36300	37150	37450	37300	36450	33900
MEAN	39200	42450	45100	47150	48550	49400	49850	50000	49850
TOTAL NUMBER	653	631	440	378	334	312	209	221	548
OVER $88000	0	0	2	0	1	14	1	2	25
UNDER $17000	0	1	0	0	0	0	0	0	0

LEGEND

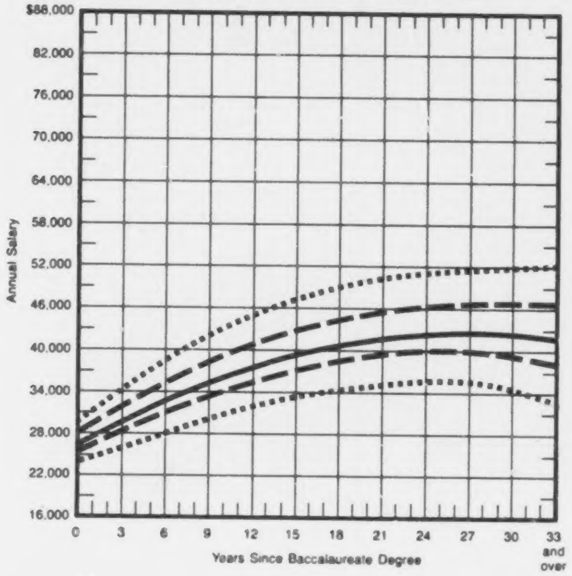
▮▮▮▮▮▮▮▮▮▮▮▮▮▮ Upper Decile
— — — — — Upper Quartile
━━━━━━━ Median
— — — — — Lower Quartile
▮▮▮▮▮▮▮▮▮▮▮▮▮▮ Lower Decile

EAST SOUTH CENTRAL

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	20850	23950	27300	30850	34500	38250	41950	45550
UPPER QUARTILE	0	19050	22050	25250	28650	32050	35450	38800	41900
MEDIAN	0	16650	19350	22250	25300	28450	31550	34600	37450
LOWER QUARTILE	0	15500	17750	20150	22700	25350	28000	30600	33100
LOWER DECILE	0	15150	16550	17950	19450	21050	22700	24350	26050
MEAN	0	17750	20350	23150	26100	29050	31950	34800	37500
TOTAL NUMBER	2	6	13	13	14	18	10	29	38
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52200	60300	65900	69400	71450	72550	73050	73350	73400
UPPER QUARTILE	47500	53750	57700	60000	61250	61900	62150	62300	62300
MEDIAN	42350	47400	50200	51550	52150	52450	52600	52650	52650
LOWER QUARTILE	37400	41950	44250	45150	45400	45350	45300	45250	45200
LOWER DECILE	29350	33800	37150	39200	40050	40150	39800	39200	38550
MEAN	42250	47550	50850	52800	53900	54450	54700	54850	54850
TOTAL NUMBER	184	287	212	199	186	164	99	96	277
OVER $88000	0	0	2	0	1	14	1	2	25
UNDER $17000	0	1	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30100	31750	33350	34950	36500	38050	39500	40850	42150
UPPER QUARTILE	28500	29900	31300	32700	34050	35300	36550	37750	38850
MEDIAN	27200	28300	29400	30500	31550	32600	33650	34600	35550
LOWER QUARTILE	25900	26750	27650	28550	29400	30300	31150	32000	32800
LOWER DECILE	24650	25300	25950	26650	27300	28000	28650	29300	29950
MEAN	27350	28450	29600	30700	31800	32850	33900	34950	35950
TOTAL NUMBER	126	266	219	186	316	150	183	134	170
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44500	47300	49250	50550	51300	51750	51950	52050	52100
UPPER QUARTILE	40900	43300	44950	46000	46550	46800	46850	46800	46650
MEDIAN	37350	39550	41150	42200	42750	42900	42750	42300	41600
LOWER QUARTILE	34350	36350	37950	39050	39650	39750	39500	38800	37250
LOWER DECILE	31250	32950	34400	35500	36200	36450	36200	35250	32450
MEAN	37750	40050	41750	42850	43450	43650	43500	43100	42400
TOTAL NUMBER	468	343	228	178	148	148	109	124	270
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

┅┅┅ Upper Decile
— — Upper Quartile
━━━ Median
– – – Lower Quartile
┅┅┅ Lower Decile

EAST SOUTH CENTRAL, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29950	31650	33400	35200	37000	38850	40650	42500	44300
UPPER QUARTILE	28350	29900	31450	33050	34600	36150	37700	39200	40650
MEDIAN	27000	28250	29550	30850	32100	33350	34550	35750	36850
LOWER QUARTILE	25450	26450	27500	28500	29500	30500	31500	32450	33350
LOWER DECILE	23850	24550	25250	25900	26600	27300	28000	28700	29400
MEAN	26750	28050	29350	30650	32000	33250	34550	35800	37000
TOTAL NUMBER	127	270	223	186	183	150	173	128	157
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47850	52700	56950	60400	63050	65000	66400	67550	68300
UPPER QUARTILE	43400	47000	49950	52150	53750	54850	55600	56150	56500
MEDIAN	38900	41500	43400	44650	45350	45600	45650	45450	45150
LOWER QUARTILE	35050	37250	38950	40050	40700	40850	40750	40300	39450
LOWER DECILE	30750	32650	34300	35600	36500	36900	36850	36050	33350
MEAN	39300	42300	44700	46550	47800	48650	49150	49450	49600
TOTAL NUMBER	506	489	322	263	269	217	159	186	482
OVER $88000	0	0	2	0	1	2	1	1	24
UNDER $17000	0	1	0	0	0	0	0	0	0

EAST SOUTH CENTRAL, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	20300	23500	26900	30550	34300	38050	41850	45450
UPPER QUARTILE	0	18750	21600	24700	27950	31250	34550	37800	40900
MEDIAN	0	16650	19300	22150	25200	28250	31350	34350	37150
LOWER QUARTILE	0	15550	17750	20100	22600	25150	27700	30250	32650
LOWER DECILE	0	15350	16650	18000	19450	20950	22500	24050	25650
MEAN	0	17650	20150	22850	25650	28550	31400	34150	36800
TOTAL NUMBER	2	6	13	12	14	15	8	23	31
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52150	60050	65350	68600	70450	71400	71850	72050	72100
UPPER QUARTILE	46500	52900	57050	59500	60900	61600	61950	62100	62150
MEDIAN	41950	46950	49650	50950	51550	51800	51900	51950	52000
LOWER QUARTILE	36850	41250	43550	44400	44600	44550	44450	44350	44300
LOWER DECILE	28700	32850	36050	38050	39000	39250	39100	38650	38150
MEAN	41500	46800	50150	52100	53200	53750	54050	54200	54200
TOTAL NUMBER	162	233	176	144	166	128	78	83	259
OVER $88000	0	0	2	0	1	2	1	1	24
UNDER $17000	0	1	0	0	0	0	0	0	0

EAST SOUTH CENTRAL, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29850	31750	33650	35400	37050	38600	40000	41300	42450
UPPER QUARTILE	28300	30050	31700	33250	34700	36050	37250	38300	39300
MEDIAN	27100	28450	29750	31050	32250	33350	34400	35350	36250
LOWER QUARTILE	25950	26900	27850	28750	29650	30550	31450	32250	33050
LOWER DECILE	24550	25200	25900	26550	27200	27850	28550	29200	29800
MEAN	27250	28550	29800	31000	32200	33300	34400	35400	36300
TOTAL NUMBER	125	264	209	173	169	134	164	104	126
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44450	46600	48050	48950	49500	49850	50000	50100	50100
UPPER QUARTILE	40900	42650	43800	44450	44850	45050	45150	45200	45200
MEDIAN	37700	39350	40350	40950	41250	41450	41500	41550	41550
LOWER QUARTILE	34550	36350	37700	38500	38850	38750	36450	37800	36600
LOWER DECILE	31050	32700	34100	35150	35750	35900	35600	34600	31750
MEAN	37950	39800	41000	41700	42000	42100	42050	41950	41850
TOTAL NUMBER	344	256	146	118	103	89	81	102	223
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

EAST SOUTH CENTRAL, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	27350	29750	32250	34800	37400	39950	42500
UPPER QUARTILE	0	0	27300	29300	31350	33400	35500	37550	39550
MEDIAN	0	0	26900	28350	29800	31300	32750	34200	35650
LOWER QUARTILE	0	0	26350	27350	28400	29450	30550	31600	32650
LOWER DECILE	0	0	25950	26750	27500	28300	29050	29850	30600
MEAN	0	0	26850	28400	30000	31650	33250	34800	36400
TOTAL NUMBER	1	2	10	14	147	18	18	30	47
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47250	53300	57700	60600	62250	63100	63550	63800	63850
UPPER QUARTILE	43350	48150	51550	53450	54250	54350	54000	53400	52750
MEDIAN	38350	41850	44600	46500	47600	48100	48200	48050	47600
LOWER QUARTILE	34700	37550	40000	41900	43150	43750	43750	43150	41400
LOWER DECILE	32100	34300	36200	37800	39050	39850	40250	40150	39000
MEAN	39350	43200	46150	48150	49300	49800	49900	49700	49350
TOTAL NUMBER	127	122	95	85	46	70	38	29	49
OVER $88000	0	0	0	0	0	1	0	1	0
UNDER $17000	0	0	0	0	0	0	0	0	0

EAST SOUTH CENTRAL, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	50050	51350
UPPER QUARTILE	0	0	0	0	0	0	0	42500	45050
MEDIAN	0	0	0	0	0	0	0	37050	40050
LOWER QUARTILE	0	0	0	0	0	0	0	35500	37700
LOWER DECILE	0	0	0	0	0	0	0	34450	35600
MEAN	0	0	0	0	0	0	0	39850	41800
TOTAL NUMBER	0	0	0	1	0	2	1	5	7
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

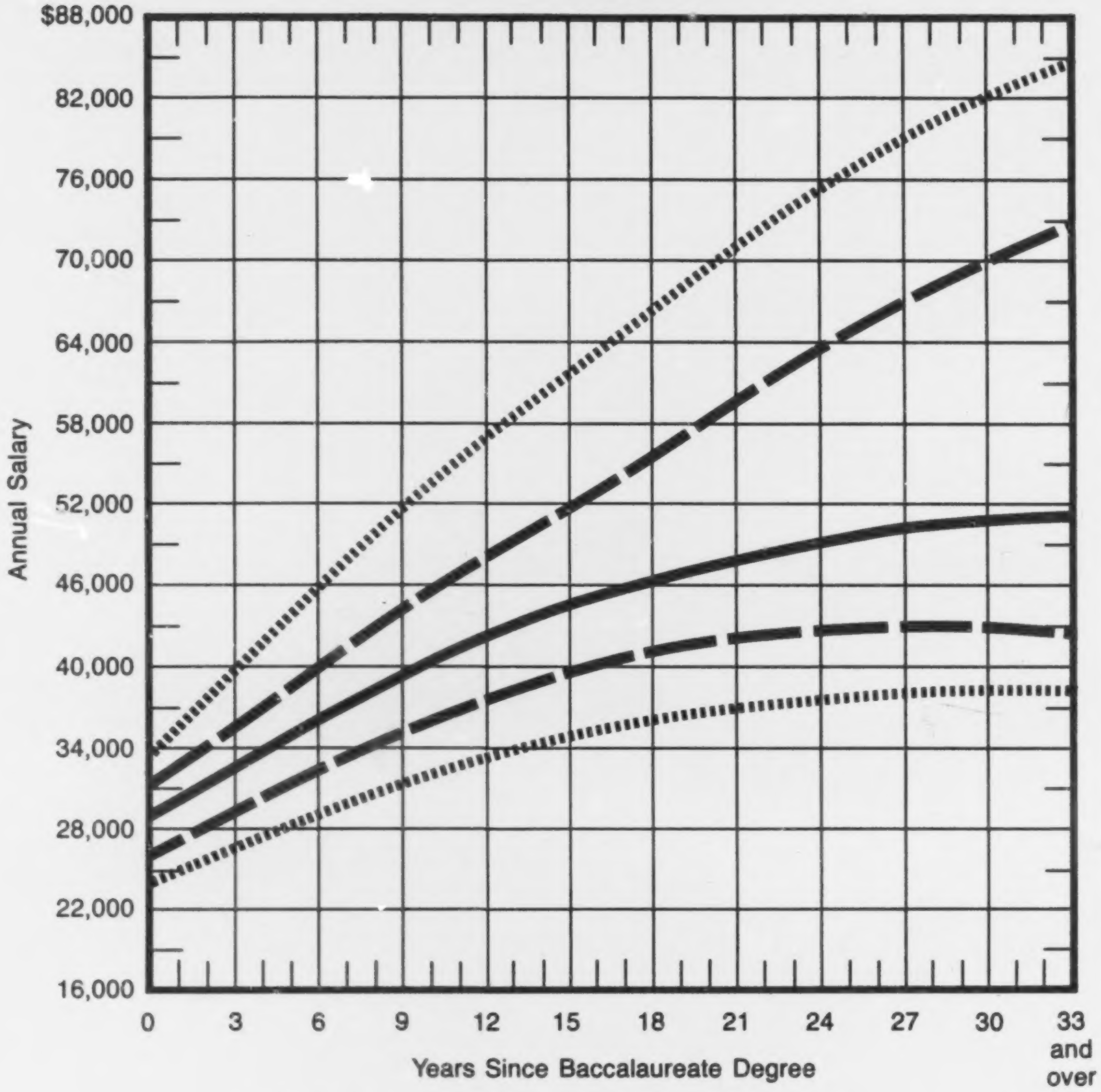
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54000	57850	61550	65000	68100	70850	73200	75700	78300
UPPER QUARTILE	49350	54050	56900	58600	59500	60000	60200	60350	60350
MEDIAN	44900	49300	51500	52550	53050	53250	53300	53350	53350
LOWER QUARTILE	41250	44600	46400	47300	47700	47900	48000	48050	48050
LOWER DECILE	37650	40250	42200	43600	44550	45200	45650	45950	46100
MEAN	45250	49300	52150	54000	55200	55900	56300	56550	56650
TOTAL NUMBER	20	52	33	44	13	20	16	12	13
OVER $88000	0	0	0	0	0	1	0	1	0
UNDER $17000	0	0	0	0	0	0	0	0	0

EAST SOUTH CENTRAL, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	27750	29800	31900	34000	36100	38200	40200
UPPER QUARTILE	0	0	27500	29400	31250	33050	34800	36450	38000
MEDIAN	0	0	27350	28550	29800	31000	32200	33400	34600
LOWER QUARTILE	0	0	26800	27650	28550	29400	30300	31200	32100
LOWER DECILE	0	0	26350	26950	27600	28200	28850	29450	30100
MEAN	0	0	27350	28650	30000	31300	32600	33850	35050
TOTAL NUMBER	1	2	10	12	147	15	17	25	40
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43950	48600	51800	53700	54600	54800	54700	54400	54100
UPPER QUARTILE	40750	44000	46150	47500	48300	48700	48950	49100	49150
MEDIAN	36800	39700	42050	43700	44800	45350	45500	45400	45000
LOWER QUARTILE	33800	36300	38450	40250	41550	42300	42550	42200	40350
LOWER DECILE	31350	33200	34900	36400	37600	38500	38950	38950	37100
MEAN	37400	40350	42700	44300	45300	45850	46050	46000	45750
TOTAL NUMBER	106	70	61	41	33	50	21	16	35
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

WEST SOUTH CENTRAL
ALL ENGINEERS



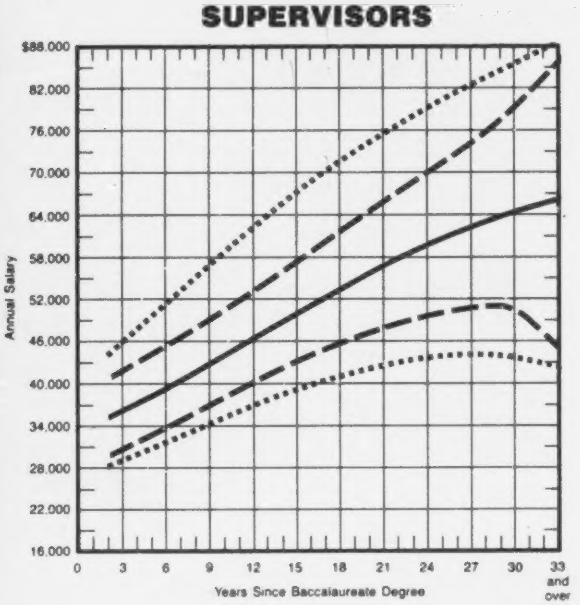
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33600	35400	37300	39200	41200	43150	45200	47250	49250
UPPER QUARTILE	31950	33250	34600	36000	37400	38800	40250	41700	43200
MEDIAN	29000	30200	31450	32650	33800	34950	36100	37200	38300
LOWER QUARTILE	26250	27300	28300	29350	30400	31400	32400	33400	34350
LOWER DECILE	23900	24800	25750	26650	27550	28400	29250	30050	30850
MEAN	28800	30150	31450	32800	34150	35450	36800	38100	39400
TOTAL NUMBER	33	117	183	159	170	142	113	142	135
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

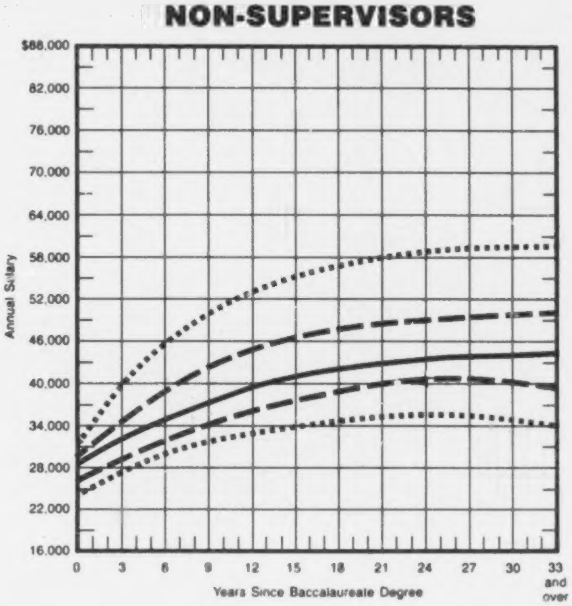
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53350	59300	64900	69850	74100	77600	80300	82800	84650
UPPER QUARTILE	46100	50500	54700	58600	62200	65300	67900	70550	72950
MEDIAN	40300	42950	45200	47000	48400	49500	50250	50900	51300
LOWER QUARTILE	36150	38500	40400	41750	42650	43050	43150	42950	42300
LOWER DECILE	32350	34250	35750	36900	37650	38100	38400	38500	38500
MEAN	41900	45350	48450	51050	53150	54800	56050	57200	58000
TOTAL NUMBER	495	594	249	210	209	154	178	181	297
OVER $88000	0	0	3	4	4	5	46	37	56
UNDER $17000	0	0	0	1	0	0	0	1	0

LEGEND

▪▪▪▪▪▪▪▪▪▪	Upper Decile
— — — —	Upper Quartile
━━━━━━	Median
— — — —	Lower Quartile
▪▪▪▪▪▪▪▪▪▪	Lower Decile

WEST SOUTH CENTRAL





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	44250	46150	48050	49950	51900	53800	55750
UPPER QUARTILE	0	0	41350	42400	43500	44600	45750	46950	48150
MEDIAN	0	0	35050	36050	37100	38150	39250	40350	41500
LOWER QUARTILE	0	0	29400	30400	31450	32500	33550	34650	35750
LOWER DECILE	0	0	28600	29400	30200	31000	31800	32600	33450
MEAN	0	0	36500	37550	38600	39700	40850	41950	43150
TOTAL NUMBER	0	3	6	5	13	30	18	40	31
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	59550	65050	70100	74600	78450	81600	84100	86500	88500
UPPER QUARTILE	50650	54650	58850	63250	67800	72400	76850	82450	89850
MEDIAN	43850	47450	51200	54850	58400	61500	64100	66400	66400
LOWER QUARTILE	38050	41450	44700	47600	49900	51350	51850	50800	45350
LOWER DECILE	35100	37500	39700	41650	43200	44200	44600	44150	40900
MEAN	45550	49200	52950	56600	59950	62900	65200	67050	66150
TOTAL NUMBER	174	273	100	92	77	70	91	102	191
OVER $88000	0	0	3	3	4	5	46	37	55
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32600	34650	36650	38650	40550	42350	44100	45750	47250
UPPER QUARTILE	30400	32250	34050	35750	37350	38850	40200	41450	42600
MEDIAN	28800	30050	31250	32400	33500	34550	35550	36500	37350
LOWER QUARTILE	26400	27300	28250	29150	30050	30950	31850	32700	33500
LOWER DECILE	24150	24950	25750	26550	27300	28100	28850	29550	30250
MEAN	28350	29750	31150	32500	33800	35000	36200	37250	38300
TOTAL NUMBER	33	113	177	153	157	112	95	102	104
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50000	53350	55800	57500	58650	59350	59750	60000	60100
UPPER QUARTILE	44500	46600	47950	48850	49400	49750	49900	50000	50050
MEDIAN	38900	40750	42150	43150	43850	44300	44600	44800	44900
LOWER QUARTILE	35050	37050	38600	39700	40350	40600	40550	40200	39400
LOWER DECILE	31600	33300	34550	35400	35850	35950	35750	35250	34200
MEAN	40100	42300	43900	45050	45850	46350	46650	46850	46950
TOTAL NUMBER	321	320	148	117	131	83	86	79	106
OVER $88000	0	0	0	1	0	0	0	0	1
UNDER $17000	0	0	0	1	0	0	0	1	0

LEGEND

▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪ Lower Decile

WEST SOUTH CENTRAL, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32850	34650	36550	38450	40400	42350	44350	46400	48450
UPPER QUARTILE	31450	32700	33950	35250	36550	37900	39200	40600	41950
MEDIAN	28900	30000	31100	32200	33300	34350	35400	36400	37400
LOWER QUARTILE	26100	27100	28050	29050	30000	31000	31950	32900	33800
LOWER DECILE	23750	24600	25450	26350	27150	28000	28800	29600	30350
MEAN	28500	29750	31000	32250	33500	34800	36050	37300	38500
TOTAL NUMBER	33	107	169	146	159	127	92	86	89
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52500	58500	64100	69100	73400	76900	79600	82100	84000
UPPER QUARTILE	44650	48750	52650	56350	59700	62650	65100	67700	70150
MEDIAN	39250	41800	43950	45750	47150	48300	49100	49850	50350
LOWER QUARTILE	35550	37900	39800	41250	42200	42700	42850	42700	42050
LOWER DECILE	31800	33700	35250	36450	37300	37850	38200	38400	38450
MEAN	40900	44250	47200	49750	51900	53550	54850	56000	56900
TOTAL NUMBER	411	473	191	168	180	138	142	169	268
OVER $88000	0	0	0	2	2	2	22	35	51
UNDER $17000	0	0	0	1	0	0	0	1	0

WEST SOUTH CENTRAL, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	40200	42400	44650	46900	49150	51450	53700
UPPER QUARTILE	0	0	38950	40200	41500	42800	44150	45500	46900
MEDIAN	0	0	35650	36550	37450	38400	39350	40350	41350
LOWER QUARTILE	0	0	29650	30600	31600	32600	33600	34650	35700
LOWER DECILE	0	0	25100	26700	28300	29750	31150	32450	33650
MEAN	0	0	34100	35500	36850	38250	39600	41000	42350
TOTAL NUMBER	0	3	5	5	12	25	14	16	25
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58100	64300	69800	74450	78200	81100	83200	85000	86250
UPPER QUARTILE	49750	54200	58750	63400	67950	72400	76600	81600	87800
MEDIAN	43400	46550	49750	52950	56050	58900	61400	63900	65500
LOWER QUARTILE	37800	40950	43950	46600	48700	50050	50550	49700	44900
LOWER DECILE	35700	38050	39600	40550	41150	41500	41750	41850	41900
MEAN	45050	48950	52500	55700	58450	60700	62500	64250	65650
TOTAL NUMBER	140	230	75	74	60	59	64	96	179
OVER $88000	0	0	0	2	2	2	22	35	51
UNDER $17000	0	0	0	0	0	0	0	0	0

WEST SOUTH CENTRAL, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32500	34350	36150	37900	39600	41200	42800	44250	45650
UPPER QUARTILE	30900	32250	33550	34850	36050	37250	38350	39400	40400
MEDIAN	28750	29850	30950	31950	32950	33900	34800	35650	36450
LOWER QUARTILE	26250	27150	28000	28900	29750	30550	31400	32200	32950
LOWER DECILE	24150	24850	25600	26350	27050	27750	28450	29150	29800
MEAN	28350	29600	30800	32000	33150	34250	35250	36250	37200
TOTAL NUMBER	33	104	163	141	147	102	78	70	64
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48200	51350	53750	55500	56650	57450	57900	58250	58350
UPPER QUARTILE	42250	44450	46200	47450	48350	49000	49400	49700	49850
MEDIAN	37900	39750	41150	42250	43000	43550	43900	44200	44300
LOWER QUARTILE	34400	36300	37800	38850	39550	39900	39750	39700	39100
LOWER DECILE	31050	32650	33950	34850	35400	35550	35450	35000	33900
MEAN	38900	41050	42700	43900	44750	45350	45700	45950	46050
TOTAL NUMBER	271	242	116	93	119	78	78	73	88
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	1	0	0	0	1	0

WEST SOUTH CENTRAL, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	40750	42000	43300	44600	45950	47350	48800	50300
UPPER QUARTILE	0	38550	39600	40650	41750	42900	44050	45250	46450
MEDIAN	0	34550	35550	36550	37600	38650	39700	40800	41900
LOWER QUARTILE	0	31250	32050	32950	33800	34700	35550	36450	37400
LOWER DECILE	0	29150	29950	30700	31500	32250	33050	33850	34600
MEAN	0	35200	36150	37150	38200	39250	40350	41450	42550
TOTAL NUMBER	0	9	12	11	10	12	19	56	44
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53400	58350	63600	69000	74450	79700	84450	89500	92950
UPPER QUARTILE	49000	52950	57100	61300	65550	69650	73400	77550	81400
MEDIAN	44150	47500	50850	54000	56750	59000	60500	61250	58850
LOWER QUARTILE	39200	41900	44550	46900	48950	50500	51500	51750	49350
LOWER DECILE	36150	38350	40300	41900	43050	43700	43700	42850	39200
MEAN	44800	48300	51800	55200	58350	61100	63200	64850	64000
TOTAL NUMBER	78	111	55	32	25	15	33	8	25
OVER $88000	0	0	2	1	1	3	21	0	4
UNDER $17000	0	0	0	0	0	0	0	0	0

WEST SOUTH CENTRAL, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	45850	0
UPPER QUARTILE	0	0	0	0	0	0	0	40400	0
MEDIAN	0	0	0	0	0	0	0	37650	0
LOWER QUARTILE	0	0	0	0	0	0	0	35850	0
LOWER DECILE	0	0	0	0	0	0	0	34250	0
MEAN	0	0	0	0	0	0	0	39750	0
TOTAL NUMBER	0	0	0	0	0	3	2	24	4
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

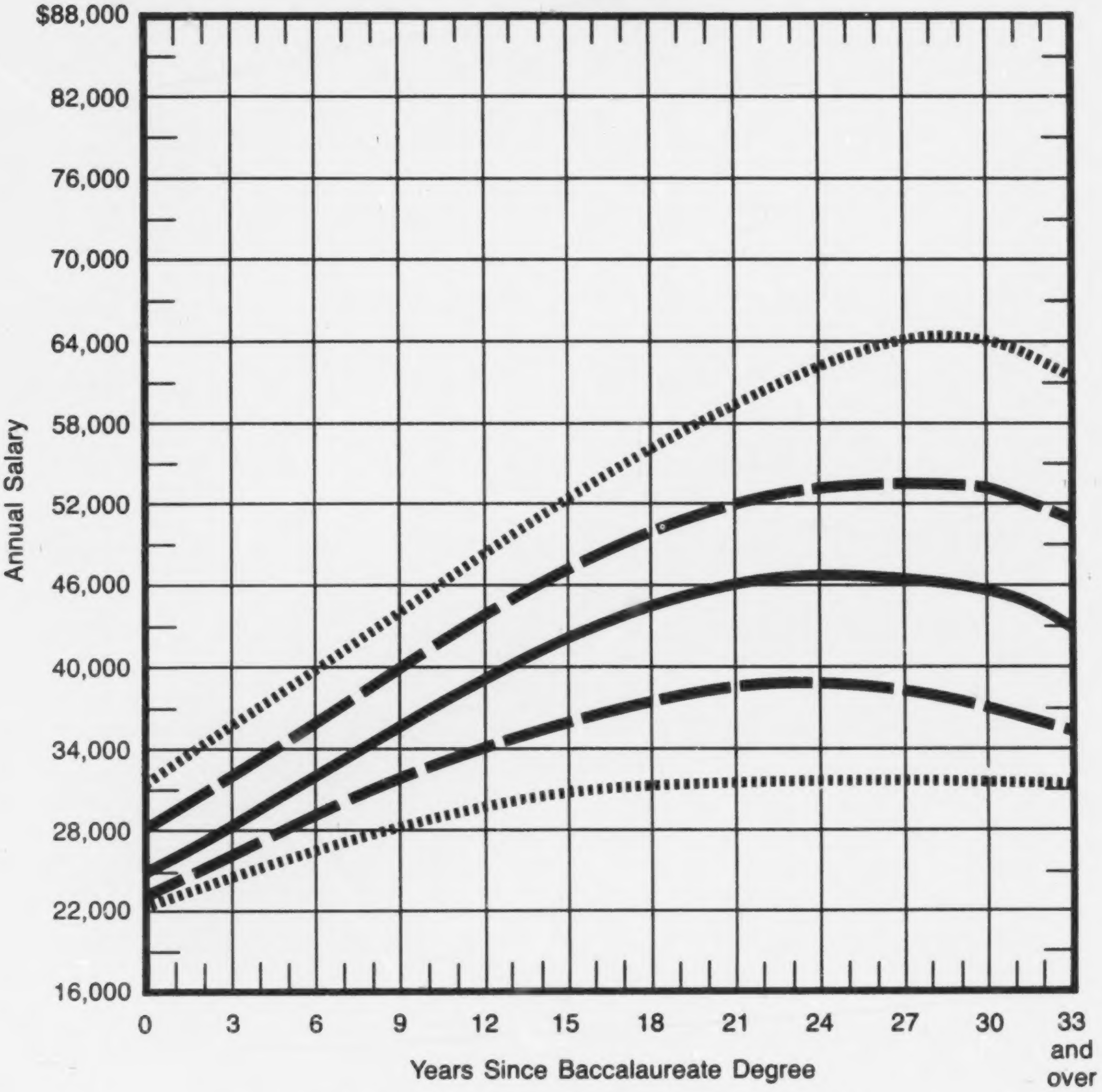
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56950	68300	78300	85550	89600	90750	90100	0	85050
UPPER QUARTILE	47700	55150	62400	69050	74800	79500	83100	0	88500
MEDIAN	43050	48650	54200	59450	64250	68450	71900	0	78150
LOWER QUARTILE	40200	44900	49750	54500	58700	61900	63700	0	56500
LOWER DECILE	37950	41600	45000	47800	49700	50400	49850	0	39650
MEAN	44850	50450	56400	62400	68050	72700	75750	0	69250
TOTAL NUMBER	30	38	24	13	15	10	26	3	9
OVER $88000	0	0	2	1	1	3	21	0	2
UNDER $17000	0	0	0	0	0	0	0	0	0

WEST SOUTH CENTRAL, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	39950	41100	42250	43400	44600	45800	47050	48250
UPPER QUARTILE	0	36750	38200	39600	40950	42250	43500	44700	45800
MEDIAN	0	35350	36450	37500	38550	39500	40400	41250	42050
LOWER QUARTILE	0	33300	33950	34650	35300	35950	36600	37250	37900
LOWER DECILE	0	29600	30300	31000	31650	32350	33000	33700	34350
MEAN	0	35950	36700	37500	38300	39100	39900	40700	41500
TOTAL NUMBER	0	9	12	11	9	8	17	31	39
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50750	54350	57750	60750	63100	64700	65400	0	59900
UPPER QUARTILE	47850	50400	52400	53950	55000	55800	56300	0	56850
MEDIAN	43500	45250	46550	47550	48250	48700	49050	0	49400
LOWER QUARTILE	39150	40800	42300	43450	44250	44650	44600	0	41150
LOWER DECILE	35600	37400	38950	40150	41000	41400	41300	0	37350
MEAN	43100	45450	47650	49650	51350	52650	53550	0	52600
TOTAL NUMBER	47	72	30	19	9	5	6	4	16
OVER $88000	0	0	0	0	0	0	0	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

MOUNTAIN
ALL ENGINEERS



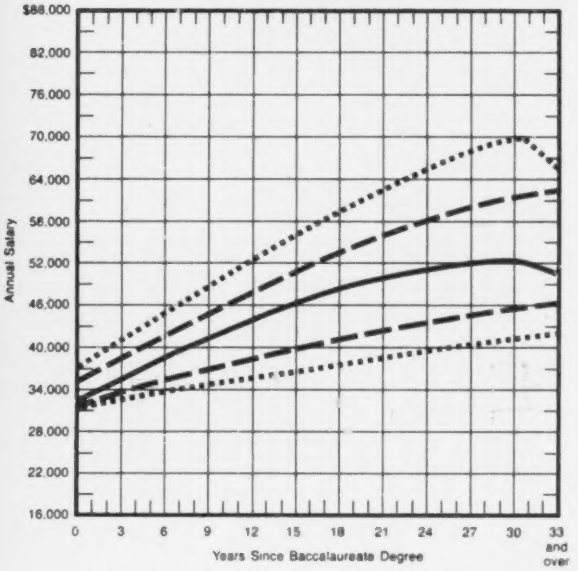
LEGEND

┅┅┅┅┅┅ Upper Decile
— — — — Upper Quartile
━━━━━━ Median
— — — — Lower Quartile
┅┅┅┅┅┅ Lower Decile

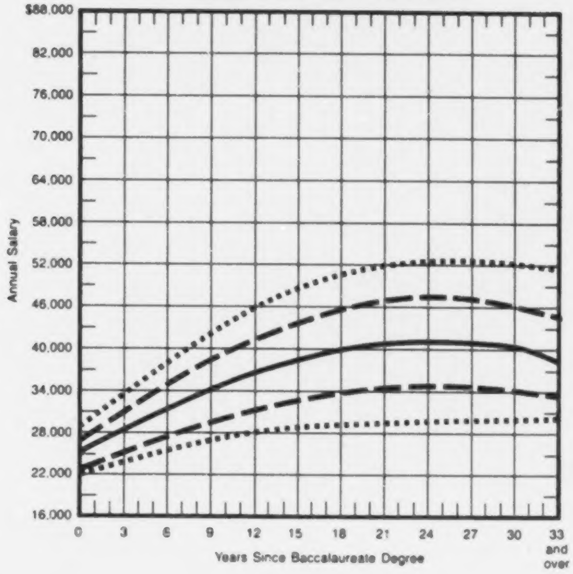
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32000	33150	34350	35600	36850	38150	39500	40900	42300
UPPER QUARTILE	28100	29300	30600	31900	33250	34550	35950	37300	38650
MEDIAN	25450	26550	27700	28850	30050	31250	32450	33650	34850
LOWER QUARTILE	23900	24750	25650	26550	27450	28350	29200	30100	30950
LOWER DECILE	22600	23400	24200	24950	25650	26350	26950	27550	28100
MEAN	26500	27550	28600	29700	30750	31900	33000	34100	35200
TOTAL NUMBER	83	121	168	101	172	130	112	114	61
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45150	49450	53700	57600	60800	63100	64250	64000	59450
UPPER QUARTILE	41350	45150	48450	51000	52700	53500	53500	52600	50150
MEDIAN	37150	40350	43000	44950	46100	46450	46150	45100	42600
LOWER QUARTILE	32650	34900	36700	38050	38800	38950	38700	37800	35650
LOWER DECILE	29100	30200	30950	31400	31600	31700	31700	31650	31550
MEAN	37400	40450	43050	45150	46500	47150	47200	46400	44050
TOTAL NUMBER	289	267	236	184	193	230	146	200	261
OVER $88000	0	0	0	0	1	0	0	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

MOUNTAIN



SUPERVISORS



NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37100	0	0	0	41900	43200	44500	45800	47150
UPPER QUARTILE	35500	0	0	0	39350	40350	41350	42400	43400
MEDIAN	33600	0	0	0	36750	37550	38350	39150	40000
LOWER QUARTILE	32250	0	0	0	34450	35000	35550	36100	36650
LOWER DECILE	32850	0	0	0	34000	34300	34550	34850	35100
MEAN	33950	0	0	0	37200	38000	38850	39700	40550
TOTAL NUMBER	16	0	2	0	12	9	18	66	11
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49900	54050	58150	61950	65250	67800	69350	69650	65400
UPPER QUARTILE	45500	48700	51800	54750	57450	59650	61350	62500	61400
MEDIAN	41600	43950	46200	48250	50000	51350	52200	52600	51000
LOWER QUARTILE	37750	39350	40850	42250	43450	44500	45300	45950	45900
LOWER DECILE	35650	36450	37250	38000	38750	39450	40100	40900	42050
MEAN	42250	44750	47150	49350	51300	52850	53950	54600	53400
TOTAL NUMBER	94	94	97	88	94	88	57	87	90
OVER $88000	0	0	0	0	1	0	0	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28850	30450	32100	33750	35350	36950	38550	40050	41550
UPPER QUARTILE	27300	28600	29950	31300	32650	33950	35300	36600	37850
MEDIAN	25350	26400	27450	28450	29500	30550	31600	32650	33650
LOWER QUARTILE	23800	24650	25450	26250	27050	27850	28600	29300	30000
LOWER DECILE	22700	23400	24100	24750	25300	25900	26400	26850	27300
MEAN	25700	26750	27850	28950	30000	31100	32100	33150	34100
TOTAL NUMBER	67	120	165	100	160	120	93	47	50
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44250	47550	49950	51400	52100	52300	52200	51850	51350
UPPER QUARTILE	40250	43250	45500	46900	47500	47400	46900	45900	44300
MEDIAN	35550	38100	40050	41350	41900	41900	41350	40150	37850
LOWER QUARTILE	31250	32800	33900	34600	34900	34900	34750	34300	33600
LOWER DECILE	28050	28900	29500	29900	30150	30300	30400	30450	30500
MEAN	35950	38250	39950	41050	41550	41600	41350	40700	39600
TOTAL NUMBER	195	173	139	96	99	142	89	112	170
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

········ Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
········ Lower Decile

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                   MOUNTAIN, BS

YEARS SINCE B.S.        0       1       2       3       4       5       6       7       8

    UPPER DECILE    29000   30350   31750   33200   34650   36100   37600   39100   40650
  UPPER QUARTILE    27700   28800   29900   31050   32200   33350   34550   35750   36950
          MEDIAN    25000   26050   27150   28250   29350   30450   31500   32600   33650
  LOWER QUARTILE    23550   24600   25600   26550   27450   28250   29000   29700   30350
    LOWER DECILE    22650   23500   24350   25100   25750   26400   26950   27450   27900

            MEAN    25800   26800   27850   28900   29950   31000   32050   33100   34100

    TOTAL NUMBER       68     102     156      90     142     113      91      93      46
    OVER  $88000        0       0       0       0       0       0       0       0       0
    UNDER $17000        0       0       0       0       0       0       0       0       0

YEARS SINCE B.S.     9-11   12-14   15-17   18-20   21-23   24-26   27-29   30-32     33+

    UPPER DECILE    43650   47900   51750   54900   57250   58750   59550   59750   59000
  UPPER QUARTILE    39350   42850   45950   48500   50300   51250   51450   50550   47400
          MEDIAN    35650   38350   40500   42050   42950   43300   43200   42700   41500
  LOWER QUARTILE    31450   32750   33650   34250   34650   34850   35000   35100   35100
    LOWER DECILE    28650   29450   30000   30350   30550   30650   30750   30800   30800

            MEAN    36050   38650   40850   42450   43550   44150   44350   44150   43400

    TOTAL NUMBER      234     177     154     105      97     162     109     175     215
    OVER  $88000        0       0       0       0       1       0       0       0       1
    UNDER $17000        0       0       0       0       0       0       0       0       0
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                   MOUNTAIN, SUPERVISORY, BS

YEARS SINCE B.S.        0       1       2       3       4       5       6       7       8

    UPPER DECILE        0       0       0       0   40100   41300   42500   43700   44950
  UPPER QUARTILE        0       0       0       0   37750   38750   39750   40750   41750
          MEDIAN        0       0       0       0   34250   35100   36050   36950   37850
  LOWER QUARTILE        0       0       0       0   32500   33150   33800   34450   35100
    LOWER DECILE        0       0       0       0   33500   33600   33750   33900   34100

            MEAN        0       0       0       0   35550   36350   37200   38050   38900

    TOTAL NUMBER        0       0       2       0      11       9      17      61      11
    OVER  $88000        0       0       0       0       0       0       0       0       0
    UNDER $17000        0       0       0       0       0       0       0       0       0

YEARS SINCE B.S.     9-11   12-14   15-17   18-20   21-23   24-26   27-29   30-32     33+

    UPPER DECILE    47500   51350   55100   58700   61800   64300   65950   66550   63350
  UPPER QUARTILE    43800   46900   50000   52900   55550   57800   59500   60700   59650
          MEDIAN    39700   42400   45000   47300   49200   50600   51350   51250   48350
  LOWER QUARTILE    36400   38300   40100   41750   43200   44400   45250   45850   45150
    LOWER DECILE    34500   35200   36050   36950   37850   38800   39700   40750   41950

            MEAN    40600   43150   45600   47850   49850   51500   52700   53450   52350

    TOTAL NUMBER       80      60      56      59      51      65      42      76      67
    OVER  $88000        0       0       0       0       1       0       0       0       1
    UNDER $17000        0       0       0       0       0       0       0       0       0
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                   MOUNTAIN, NON-SUPERVISORY, BS

YEARS SINCE B.S.        0       1       2       3       4       5       6       7       8

    UPPER DECILE    28750   30100   31500   32800   34100   35300   36500   37600   38600
  UPPER QUARTILE    27350   28450   29550   30650   31750   32800   33800   34800   35750
          MEDIAN    25200   26050   26950   27800   28650   29500   30300   31100   31850
  LOWER QUARTILE    23900   24700   25450   26150   26800   27400   27950   28450   28900
    LOWER DECILE    22900   23600   24250   24850   25400   25900   26350   26800   27200

            MEAN    25600   26600   27600   28550   29450   30300   31100   31850   32550

    TOTAL NUMBER       67     101     153      90     130     103      73      31      35
    OVER  $88000        0       0       0       0       0       0       0       0       0
    UNDER $17000        0       0       0       0       0       0       0       0       0

YEARS SINCE B.S.     9-11   12-14   15-17   18-20   21-23   24-26   27-29   30-32     33+

    UPPER DECILE    40500   42800   44550   45850   46750   47350   47750   48000   48150
  UPPER QUARTILE    37450   39650   41300   42400   43000   43250   43250   43000   42550
          MEDIAN    33250   35050   36450   37400   37950   38150   38150   37900   37350
  LOWER QUARTILE    29700   30600   31250   31700   32000   32200   32300   32400   32450
    LOWER DECILE    27850   28600   29100   29450   29700   29850   29950   30000   30000

            MEAN    33800   35300   36400   37200   37750   38150   38350   38500   38600

    TOTAL NUMBER      153     116      98      45      46      96      66      98     147
    OVER  $88000        0       0       0       0       0       0       0       0       0
    UNDER $17000        0       0       0       0       0       0       0       0       0
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MOUNTAIN, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34700	35800	36900	38050	39250	40450	41700	42950	44200
UPPER QUARTILE	31950	32950	33950	35000	36050	37150	38200	39250	40350
MEDIAN	29150	30050	31000	31950	32900	33900	34850	35850	36800
LOWER QUARTILE	28900	29600	30300	31000	31750	32450	33200	33900	34650
LOWER DECILE	28050	28600	29150	29700	30250	30800	31300	31850	32400
MEAN	30500	31400	32300	33200	34100	35050	35950	36900	37850
TOTAL NUMBER	15	19	11	9	29	14	15	16	10
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46800	50700	54500	58100	61200	63700	65350	66200	64100
UPPER QUARTILE	42450	45550	48450	51000	53150	54850	56000	56850	56950
MEDIAN	38750	41500	44050	46250	48000	49200	49900	50050	48900
LOWER QUARTILE	36050	38050	39850	41400	42600	43450	43850	43700	42000
LOWER DECILE	33450	34900	36250	37400	38300	38900	39250	39150	37700
MEAN	39650	42350	44850	47050	48800	50150	50900	51200	49900
TOTAL NUMBER	36	53	52	45	66	49	22	18	40
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MOUNTAIN, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	42550	0	0	0	0	0	0	49450	0
UPPER QUARTILE	42200	0	0	0	0	0	0	47250	0
MEDIAN	43100	0	0	0	0	0	0	41800	0
LOWER QUARTILE	40500	0	0	0	0	0	0	42250	0
LOWER DECILE	37200	0	0	0	0	0	0	39250	0
MEAN	41050	0	0	0	0	0	0	44650	0
TOTAL NUMBER	15	0	0	0	0	0	0	5	0
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52550	55600	58600	61400	64000	66200	67950	69450	69400
UPPER QUARTILE	49450	51600	53750	55800	57700	59450	61000	62650	64200
MEDIAN	42600	43850	45400	47100	48850	50450	51900	53350	54550
LOWER QUARTILE	42950	43600	44200	44750	45250	45700	46050	46450	46800
LOWER DECILE	39950	40500	40950	41300	41450	41450	41350	40950	39650
MEAN	46150	47600	49000	50300	51500	52550	53500	54500	55450
TOTAL NUMBER	11	12	29	15	30	15	9	8	21
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MOUNTAIN, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	32500	34200	35900	37500	39100	40550	41950	43300
UPPER QUARTILE	0	27800	30300	32650	34900	36950	38800	40450	41900
MEDIAN	0	26250	27800	29400	30950	32450	33950	35350	36650
LOWER QUARTILE	0	25800	27200	28550	29850	31150	32350	33500	34600
LOWER DECILE	0	25250	26400	27550	28650	29650	30650	31500	32350
MEAN	0	27500	29200	30850	32450	33900	35300	36600	37750
TOTAL NUMBER	0	19	11	9	29	14	15	11	10
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45650	48500	50650	52150	53150	53800	54200	54450	54600
UPPER QUARTILE	44250	46650	48100	48900	49300	49500	49600	49650	49650
MEDIAN	39100	41950	43900	45050	45650	45850	45850	45800	45650
LOWER QUARTILE	36500	38700	40150	41050	41500	41700	41750	41700	41650
LOWER DECILE	33700	35200	36000	36350	36350	36200	35950	35700	35450
MEAN	39800	42150	43750	44800	45450	45850	46050	46150	46200
TOTAL NUMBER	24	40	22	29	36	34	13	9	18
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MOUNTAIN, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	44050	0	0
UPPER QUARTILE	0	0	0	0	0	0	42750	0	0
MEDIAN	0	0	0	0	0	0	40700	0	0
LOWER QUARTILE	0	0	0	0	0	0	39250	0	0
LOWER DECILE	0	0	0	0	0	0	37300	0	0
MEAN	0	0	0	0	0	0	40750	0	0
TOTAL NUMBER	0	0	0	1	0	2	5	4	4
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50800	56000	60950	65450	69050	71500	72650	72200	67550
UPPER QUARTILE	47700	51500	55150	58550	61400	63500	64750	64800	60650
MEDIAN	44400	47200	49850	52300	54400	56050	57200	57800	56150
LOWER QUARTILE	42350	44600	46600	48350	49750	50700	51150	50950	48500
LOWER DECILE	40800	43000	44750	46000	46600	46700	46250	45050	42300
MEAN	45250	48550	51600	54250	56400	57850	58500	58200	55050
TOTAL NUMBER	18	37	29	34	29	18	15	7	6
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MOUNTAIN, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	1	0	0
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

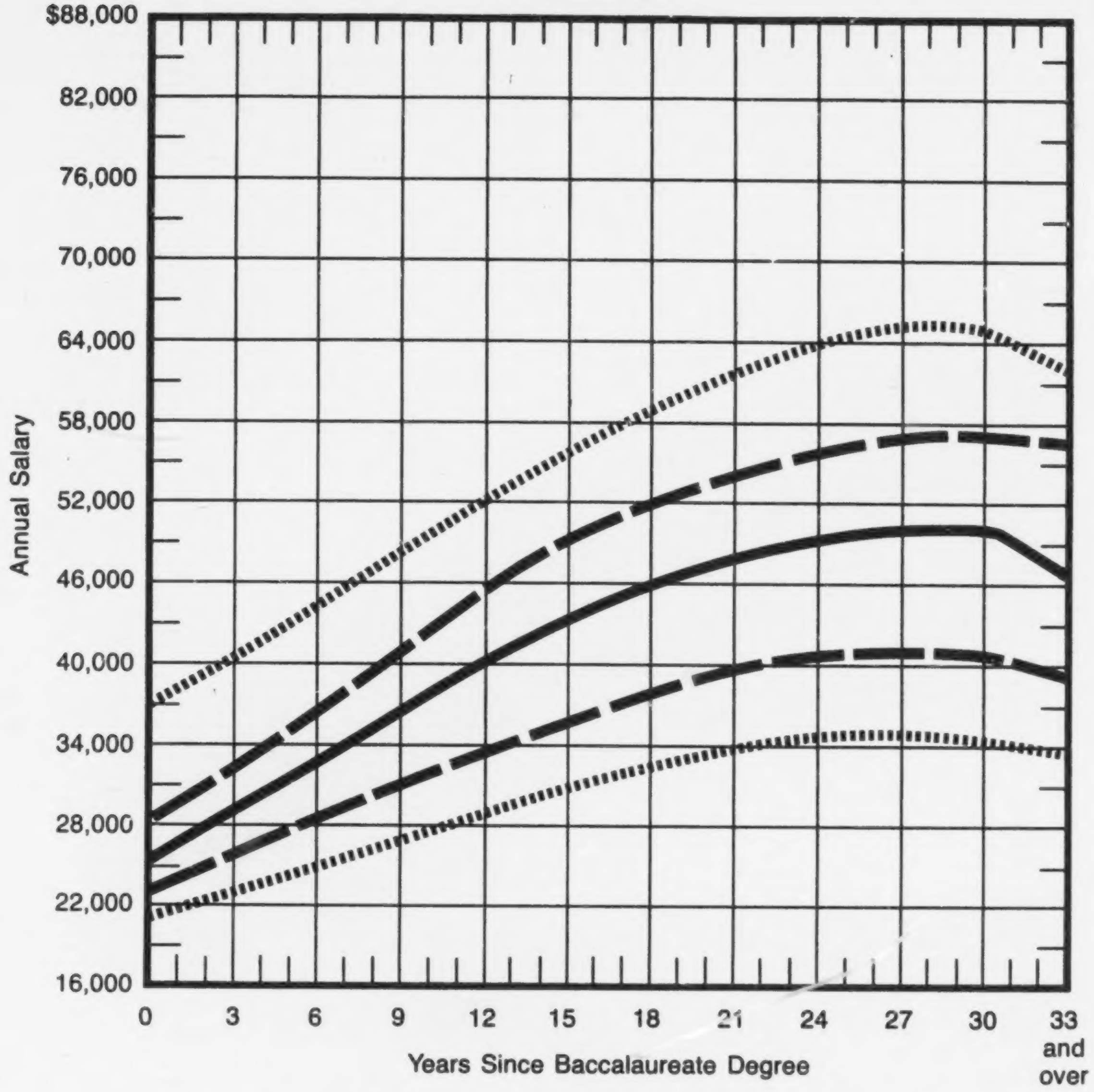
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	55650	68100	74050	76500	77450	77800	0	0
UPPER QUARTILE	0	44850	63850	68350	69250	69450	69500	0	0
MEDIAN	0	43900	59600	62100	62500	62600	62600	0	0
LOWER QUARTILE	0	43050	51300	56600	58250	57300	55050	0	0
LOWER DECILE	0	42350	48150	52850	55350	54900	51650	0	0
MEAN	0	46050	58550	62800	64050	64400	64500	0	0
TOTAL NUMBER	1	21	11	12	12	6	5	2	1
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

MOUNTAIN, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	0	2	4	4	4
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49750	52550	55300	57750	59900	61600	62850	0	0
UPPER QUARTILE	47600	50000	52050	53850	55300	56450	57350	0	0
MEDIAN	45050	47000	48750	50200	51350	52300	53000	0	0
LOWER QUARTILE	43000	44850	46250	47200	47650	47700	47350	0	0
LOWER DECILE	41000	42600	43900	44850	45400	45600	45400	0	0
MEAN	45250	47400	49250	50800	51950	52800	53250	0	0
TOTAL NUMBER	16	16	18	22	16	11	9	4	4
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

PACIFIC
ALL ENGINEERS

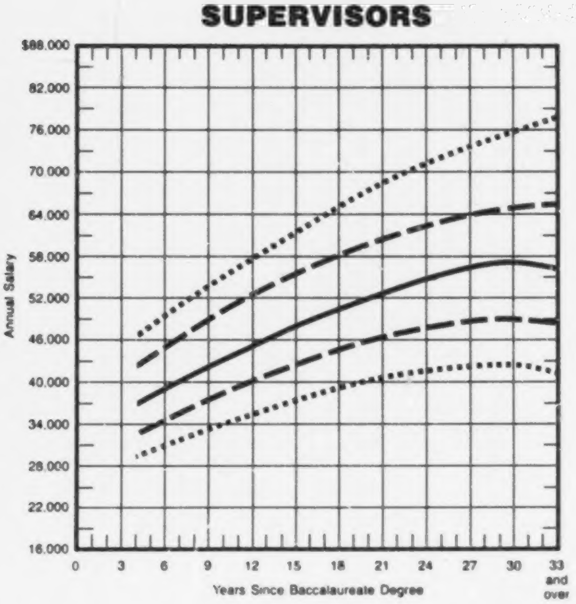


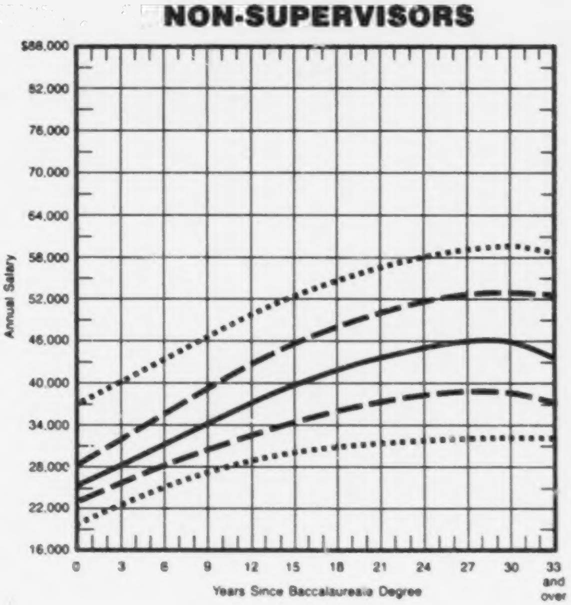
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37400	38550	39750	40950	42150	43400	44650	45900	47200
UPPER QUARTILE	28500	29900	31400	32900	34400	35950	37500	39050	40600
MEDIAN	25550	26600	27700	28800	29950	31100	32300	33500	34700
LOWER QUARTILE	23550	24350	25150	26000	26850	27700	28600	29450	30350
LOWER DECILE	21450	22200	22950	23700	24450	25200	25950	26650	27400
MEAN	27850	28850	29900	30900	31950	33050	34100	35200	36300
TOTAL NUMBER	198	231	206	245	322	322	259	327	265
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49750	53550	57100	60250	62850	64650	65650	65550	62200
UPPER QUARTILE	43550	47700	51150	53850	55650	56750	57200	57200	56600
MEDIAN	37150	40750	44150	47000	49100	50450	50850	50250	47300
LOWER QUARTILE	32100	34650	36950	38950	40450	41350	41700	41250	38850
LOWER DECILE	28750	30550	32050	33200	33950	34400	34500	34350	33650
MEAN	38500	41650	44500	46950	48850	50050	50600	50400	48400
TOTAL NUMBER	797	513	615	583	549	566	331	410	647
OVER $88000	0	0	0	0	7	2	3	9	8
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

┅┅┅┅┅ **Upper Decile**
— — — **Upper Quartile**
━━━━━ **Median**
— — — **Lower Quartile**
┅┅┅┅┅ **Lower Decile**





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	46800	48200	49650	51100	52550
UPPER QUARTILE	0	0	0	0	42650	43900	45150	46400	47650
MEDIAN	0	0	0	0	37550	38450	39400	40300	41250
LOWER QUARTILE	0	0	0	0	33200	34050	34950	35800	36700
LOWER DECILE	0	0	0	0	29500	30200	30950	31650	32350
MEAN	0	0	0	0	38100	39100	40100	41100	42150
TOTAL NUMBER	1	1	4	4	13	13	21	40	51
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55450	59600	63500	67000	70000	72450	74350	76050	77400
UPPER QUARTILE	50050	53550	56700	59400	61550	63150	64150	64650	64000
MEDIAN	43150	45950	48600	51100	53300	55100	56400	57400	56900
LOWER QUARTILE	38450	41000	43450	45650	47450	48700	49400	49350	46550
LOWER DECILE	33800	35850	37850	39550	41000	42000	42600	42550	40450
MEAN	44150	47150	49950	52450	54550	56200	57300	57900	57100
TOTAL NUMBER	192	156	187	207	219	257	98	161	188
OVER $88000	0	0	0	0	7	2	3	9	8
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37450	38350	39300	40250	41200	42150	43100	44100	45050
UPPER QUARTILE	28550	29850	31150	32500	33800	35200	36550	37900	39200
MEDIAN	25600	26550	27550	28550	29550	30550	31600	32650	33700
LOWER QUARTILE	23800	24500	25250	25950	26700	27450	28200	28950	29700
LOWER DECILE	20950	21950	22900	23850	24700	25500	26250	26950	27550
MEAN	28000	28850	29750	30650	31550	32450	33400	34300	35200
TOTAL NUMBER	197	229	202	241	308	308	237	287	214
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47000	49850	52550	55000	57050	58600	59550	59850	57550
UPPER QUARTILE	41800	45350	48400	50750	52350	53350	53750	53750	53150
MEDIAN	35800	38800	41550	43800	45500	46500	46800	46300	43950
LOWER QUARTILE	31200	33350	35300	37000	38250	39050	39300	38850	36400
LOWER DECILE	28650	29900	30800	31400	31800	32050	32200	32250	32300
MEAN	36950	39500	41750	43600	45000	45950	46350	46150	44650
TOTAL NUMBER	605	356	428	375	330	308	233	249	459
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

┅┅┅ Upper Decile
— — — Upper Quartile
━━━ Median
— — — Lower Quartile
┅┅┅ Lower Decile

PACIFIC, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	35900	36850	37850	38850	39900	40950	42000	43100	44150
UPPER QUARTILE	28050	29250	30450	31700	32950	34250	35550	36850	38150
MEDIAN	25350	26150	27000	27850	28750	29650	30600	31550	32500
LOWER QUARTILE	23850	24500	25150	25800	26450	27150	27800	28500	29200
LOWER DECILE	20400	21450	22450	23400	24350	25200	26000	26700	27400
MEAN	27550	28350	29200	30000	30900	31750	32600	33500	34400
TOTAL NUMBER	187	206	161	201	255	259	196	192	195
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46400	49750	53050	56150	58950	61250	62950	64000	62400
UPPER QUARTILE	40700	44450	47800	50650	52800	54300	55100	55400	54750
MEDIAN	34450	37450	40350	43050	45350	47000	47950	47800	44150
LOWER QUARTILE	30550	32550	34450	36100	37500	38450	38950	38800	36500
LOWER DECILE	28550	29850	30800	31400	31800	32050	32200	32300	32300
MEAN	36200	38850	41350	43600	45550	46950	47850	48100	46300
TOTAL NUMBER	488	337	314	294	281	338	227	306	440
OVER $88000	0	0	0	0	1	0	0	3	7
UNDER $17000	0	0	0	0	0	0	0	0	0

PACIFIC, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	44150	45250	46400	47550	48700
UPPER QUARTILE	0	0	0	0	39400	40450	41500	42550	43650
MEDIAN	0	0	0	0	36350	37100	37850	38600	39350
LOWER QUARTILE	0	0	0	0	33350	33950	34600	35200	35800
LOWER DECILE	0	0	0	0	31150	31650	32150	32650	33150
MEAN	0	0	0	0	37150	37900	38700	39450	40200
TOTAL NUMBER	0	0	1	1	8	11	14	14	43
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51000	54450	57800	60950	63950	66650	69050	71700	74800
UPPER QUARTILE	45750	48800	51700	54300	56550	58400	59850	61150	61950
MEDIAN	40900	43200	45500	47700	49800	51650	53250	54800	55850
LOWER QUARTILE	37050	38800	40500	42000	43300	44350	45100	45600	44900
LOWER DECILE	34100	35500	36800	37900	38900	39650	40150	40450	39800
MEAN	41750	44050	46300	48450	50450	52200	53650	55050	55600
TOTAL NUMBER	130	111	95	110	115	161	66	122	122
OVER $88000	0	0	0	0	1	0	0	3	7
UNDER $17000	0	0	0	0	0	0	0	0	0

PACIFIC, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	35700	36500	37350	38150	39000	39800	40650	41500	42350
UPPER QUARTILE	28150	29200	30300	31400	32500	33600	34700	35850	36950
MEDIAN	25450	26150	26800	27500	28250	28950	29650	30400	31100
LOWER QUARTILE	24250	24750	25250	25750	26250	26750	27250	27750	28250
LOWER DECILE	19950	21300	22550	23650	24650	25500	26250	26900	27450
MEAN	27650	28350	29050	29750	30500	31200	31950	32650	33400
TOTAL NUMBER	186	206	159	200	247	248	181	178	152
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44100	46650	49100	51400	53500	55250	56650	57700	57300
UPPER QUARTILE	39150	42250	45000	47350	49150	50450	51200	51650	51400
MEDIAN	32550	34700	36750	38650	40200	41500	42350	42800	41900
LOWER QUARTILE	29250	30700	32050	33250	34250	35050	35550	35800	34900
LOWER DECILE	28300	29150	29600	29850	30000	30050	30100	30100	30100
MEAN	34800	36850	38750	40400	41750	42750	43400	43750	43000
TOTAL NUMBER	358	226	219	184	166	177	161	183	318
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

PACIFIC, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	40900	42100	43400	44650	46000	47300	48650	50000	51400
UPPER QUARTILE	34550	35750	36950	38200	39450	40700	42000	43250	44550
MEDIAN	29950	30900	31900	32950	34000	35050	36100	37200	38300
LOWER QUARTILE	26950	27750	28600	29450	30300	31200	32100	33000	33950
LOWER DECILE	25050	25700	26400	27050	27750	28500	29200	29900	30650
MEAN	31850	32750	33700	34650	35650	36600	37650	38650	39650
TOTAL NUMBER	11	24	45	43	65	57	47	113	58
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54150	58200	61950	65250	67750	69350	69850	68700	62600
UPPER QUARTILE	47050	50700	53950	56650	58700	59950	60450	60050	57600
MEDIAN	40550	43800	46900	49650	51850	53350	54100	53750	50400
LOWER QUARTILE	35800	38550	41200	43550	45450	46750	47350	46950	43300
LOWER DECILE	32100	34250	36300	38150	39700	40850	41500	41550	39450
MEAN	41750	44800	47750	50400	52650	54250	55100	55000	51550
TOTAL NUMBER	248	121	227	160	149	144	58	75	157
OVER $88000	0	0	0	0	5	0	3	6	0
UNDER $17000	0	0	0	0	0	0	0	0	0

PACIFIC, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	47350	0	50450	52100	53750
UPPER QUARTILE	0	0	0	0	42250	0	46150	48100	50050
MEDIAN	0	0	0	0	42100	0	44250	45300	46350
LOWER QUARTILE	0	0	0	0	35700	0	38000	39150	40350
LOWER DECILE	0	0	0	0	28850	0	30900	31950	33050
MEAN	0	0	0	0	40450	0	42900	44150	45400
TOTAL NUMBER	0	1	2	2	5	1	6	26	7
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57100	62300	67500	72450	76800	80200	82350	82900	77550
UPPER QUARTILE	53850	59150	63550	66650	68400	68850	68250	66450	62800
MEDIAN	48450	51400	54150	56500	58350	59600	60200	59950	57200
LOWER QUARTILE	42650	46000	49050	51600	53350	54300	54250	52950	48050
LOWER DECILE	35250	38600	41850	44800	47250	49000	49850	49550	45950
MEAN	47900	51600	55100	58100	60500	62100	62850	62350	58500
TOTAL NUMBER	53	28	78	58	61	58	24	31	52
OVER $88000	0	0	0	0	5	0	3	6	0
UNDER $17000	0	0	0	0	0	0	0	0	0

PACIFIC, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38200	39550	40900	42200	43500	44800	46000	47200	48350
UPPER QUARTILE	34400	35300	36150	37050	38000	38900	39850	40750	41700
MEDIAN	30200	31050	31850	32700	33550	34450	35300	36200	37100
LOWER QUARTILE	27350	28100	28850	29600	30350	31100	31900	32700	33450
LOWER DECILE	25250	25950	26650	27350	28050	28750	29450	30150	30850
MEAN	32050	32800	33550	34300	35100	35850	36650	37450	38250
TOTAL NUMBER	10	23	42	40	60	55	41	87	50
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50500	53250	55350	56850	57800	58250	58400	58250	57800
UPPER QUARTILE	43600	46400	49100	51550	53650	55250	56300	56750	54650
MEDIAN	38900	41550	44050	46350	48250	49650	50500	50550	47950
LOWER QUARTILE	35050	37300	39400	41250	42700	43700	44100	43750	40850
LOWER DECILE	32150	34050	35700	37050	38100	38750	39100	39050	38150
MEAN	39800	42100	44200	46150	47700	48900	49600	49750	47800
TOTAL NUMBER	195	93	149	102	87	65	34	44	104
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

PACIFIC, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	46750	48050	49400
UPPER QUARTILE	0	0	0	0	0	0	43200	44550	45900
MEDIAN	0	0	0	0	0	0	40400	41450	42500
LOWER QUARTILE	0	0	0	0	0	0	35600	36950	38200
LOWER DECILE	0	0	0	0	0	0	32350	33700	35000
MEAN	0	0	0	0	0	0	39900	41100	42250
TOTAL NUMBER	0	0	0	0	1	4	15	21	11
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52000	55750	59250	62350	65050	67350	69200	71000	72750
UPPER QUARTILE	48450	51850	54750	57000	58650	59750	60450	60900	61050
MEDIAN	44500	47200	49550	51500	53050	54250	55150	55950	56600
LOWER QUARTILE	40450	43150	45100	46400	47250	47800	48150	48400	48500
LOWER DECILE	37200	39700	41400	42500	43200	43650	43850	44000	44050
MEAN	44400	47350	49900	51950	53600	54850	55800	56600	57200
TOTAL NUMBER	59	54	72	128	118	83	45	28	49
OVER $88000	0	0	0	0	0	2	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

PACIFIC, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57000	60800	64450	67850	71000	73750	76100	78650	81400
UPPER QUARTILE	50500	55250	59550	63300	66350	68800	70600	72300	73650
MEDIAN	50300	52350	54400	56450	58500	60550	62550	65100	69250
LOWER QUARTILE	45500	48000	50300	52450	54400	56100	57600	59200	60950
LOWER DECILE	44250	46150	47950	49750	51400	52900	54250	55700	57150
MEAN	49350	52450	55350	58100	60550	62750	64650	66700	68900
TOTAL NUMBER	8	17	13	38	42	37	8	7	13
OVER $88000	0	0	0	0	0	2	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

PACIFIC, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	46750	47900	48950
UPPER QUARTILE	0	0	0	0	0	0	43650	44600	45550
MEDIAN	0	0	0	0	0	0	41200	41850	42500
LOWER QUARTILE	0	0	0	0	0	0	36100	37000	37850
LOWER DECILE	0	0	0	0	0	0	33000	33850	34650
MEAN	0	0	0	0	0	0	40200	41100	41950
TOTAL NUMBER	0	0	0	0	1	4	15	21	11
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51050	53850	56200	58050	59400	60350	60900	61150	61000
UPPER QUARTILE	47350	49750	51850	53600	54950	56050	56850	57550	58150
MEDIAN	43800	45550	47150	48550	49750	50750	51600	52450	53350
LOWER QUARTILE	39400	41400	43000	44250	45200	45850	46300	46700	46950
LOWER DECILE	36200	38200	39800	41100	42050	42750	43300	43700	44000
MEAN	43550	45700	47550	49000	50200	51100	51750	52400	52850
TOTAL NUMBER	51	36	59	89	75	45	37	21	36
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

APPENDIX

AEROSPACE

Atlantic Research Corp.
Brunswick Corp.
Clifton Precision
Clifton Precision, Litton Systems
Gates Learjet Corp.
General Dynamics, Pomona Div.
Grumman Aerospace Corp.
Kollmorgen/Electro-Optical Div.
Lear Siegler, Inc., Instrument Div.
Lockheed Eng. & Mgt. Services
Teledyne Brown Engrg.

AUTOMOTIVE & RAILROAD EQUIPMENT

ACF Industries
Bendix Corp.
Dana Corp.
General Battery Corp.
Peterson Mfg. Co.
Raymark Corp.

BUSINESS MACHINES

Dictaphone R&D

BUSINESS, TRADE PUBLISHING

Allendale Mutual Insurance Co.
The American Institute of Architects
Portland Cement Assoc.
Welding Design & Fabrication

CERAMIC PRODUCTS, STONE, CLAY, GLASS, CEMENT

Anchor Hocking Corp.
Brockway, Inc.
PPG Industries, Glass R&D

CHEMICALS, DRUGS, PLASTICS

Air Products & Chemicals, Inc.
Amchem Products Inc.
Dow Corning Corp.
E. I. DuPont
Ferro Corp., Tech. Center
Goodyear Atomic Corp.
Kaiser Agr. Chemicals
Lord Corporation
Mississippi Chemical Corp.
Nalco Chemical Co.
Norplex
Ortho Diagnostic Systems, Inc.
Penwalt Corporation
Rilsan Industrial Inc.
Rohm & Haas Co.
Stauffer Chemical Co.
Union Carbide Corp.
Velsicol Chemical Corp.
W. R. Grace

COLLEGES & UNIVERSITIES

University of Dayton Research Institute

COMMUNICATION SERVICES

Carolina Telephone & Telegraph
General Telephone Co. of the Midwest
The Lincoln Telephone Co.

COMPUTER

Computer Sciences Corp.
Computran Systems
Datapoint Corp.
Formation, Inc.
System Development
XYCOM

CONSTRUCTION

Guy F. Atkinson Co. of California
High Voltage Systems—Div. L. E. Myers Co.
Al Johnson Construction Co.
Peter Kiewit Sons', Inc. (Construction Div.)
W. M. Lyles Co.
Pendleton Construction Corp.
Schnabel Foundation
Spencer, White & Prentis Inc.
Wismer & Becker

CONSULTANTS, ENGRG. & ARCHITECTURAL

ARINC Research Corp.
Bovay Engineers Inc.
Burgess & Niple, Limited
Burns & Roe, Inc.
Camp Dresser & McKee, Inc.
Capitol Engineering Corp.
Crandall Dry Dock Engineers, Inc.
CH2M-Hill Inc.
Daily & Associates Engrs. Inc.
D'Appolonia Consulting Engrs, Inc.
Ebasco Services Inc.
Goodkind & Odea Inc.
Greeley & Hansen
Hardesty & Hanover
Hazelet & Erdal, Inc.
Howard Needles Tammen & Bergendoff
HTB, Inc.
Peabody Process Systems, Inc.
JN Pease Associates
PRC Engineering Consultants International
Research—Cottrell
Rust International Corp.
Sargent & Lundy
Shaffer Johnston Lichtenwalter & Assoc., Inc.
Stanley Consultants
Teledyne Engrg. Services
Charles R. Velzy Assoc., Inc.
C. E. Williams & Assoc.

ELECTRICAL MACHINERY & EQUIPMENT

Amerace Corp., Control Prods. Div.
Bodine Electric Co.
BIW Cable Systems
Copeland Corp.
GTE Lighting Products
Hobart Corp.
Inland Motor Specialty Prods. Div.
Maytag Co.
Milwaukee Electric Tool Corp.
Pellerin Milner Corp.
Preformed Line Products Co.
S&C Electric Co.
Varityper

ELECTRIC UTILITIES

Alabama Power
Allegheny Power Service Corp.
American Electric Power Service Corp.
Appalachian Power Co.
Arkansas Power & Light Co.
Boston Edison Co.
Carolina Power & Light Co.
Central Hudson Gas & Electric Corp.
Central Illinois Light Co.
City Public Service Board, San Antonio, TX.
Commonwealth Edison
Electric Power Board of Chattanooga
EVA Service Corp.
Fort Collins Light & Power
General Public Utilities Service Corp.
Grant County Public Utility District
Indianapolis Power & Light Co.
Iowa-Illinois Gas & Electric Co.
Iowa Resources
Louisville Gas & Electric Co.
Minnesota Power
Mississippi Power Co.
Montana Power Co.
Nebraska Public Power Dist.
New England Electric System
Niagara Mohawk Power Corp.
Northern States Power Co.
New York State Electric & Gas Corp.
Omaha Public Power Dist.
Pennsylvania Power & Light Co.
Potomac Electric Power Co.
Public Service Co. of New Hampshire
Public Service Co. of Oklahoma
Savannah Electric & Power Co.
Sierra Pacific Power Co.
South Carolina Electric & Gas Co.
Southern Co. Services
Tampa Electric Co.
Texas Electric Service Co.
Texas Utilities Generating Co.
Tri-State Generation & Transmission Assoc. Inc.
Union Electric Co.
Virginia Electric & Power Co.
West Penn Power Company
Wisconsin Electric Power Co.

ELECTRONIC EQUIPMENT

Allen-Bradley (Ohio)
Alpha Industries, Inc.
American Electronic Laboratories Inc.
Analog Devices Inc.
Assoc. of Scientists & Professional Engineering Personnel
AT&T Technologies, Inc.
Dataproducts Corp.
Diconix
Eagle Signal Controls
Edo Corp. Gov. Systems Div.
Electro Corp.
Gen Com Corp.
Gould Inc., Defense Systems Group
Gould Inc., Ocean Systems Div.
Gould Inc., Systems Protection Div.
Harris Corp., Controls & Composition Div.
HRB-Singer, Inc.
ITT, Avionics Div.
Kollmorgen Corp., Multiwire Div.
Litton Systems Inc.-Amecom Div.
Lockheed Electronics Co., Inc.
Louis Allis Drives & Systems Div. Litton Ind. Prod. Inc.
Norden Systems
Nuclear Data Inc.—Instrumentation Div.
Rixon Inc.
Rockwell International
Sperry Electronics
Systems Division (Allen-Bradley Co.)
Victory Engineering Corp.
Wavetek Rockland Scientific, Inc.
Zenith Radio Corp.

ENGINEERING SERVICES, OTHER

Arkwright-Boston Manufacturers Mutual Insurance Co.
Contel Page, Inc.
Dresser Engrg. Co.
Fluor Engineers, Inc.
Gannett Fleming
General Electric Co.—Domestic Apparatus & Engrg. Svcs. Ops.
Harza Engrg. Co.
Holmes & Narver Inc., Energy Support Div.
Hydrocarbon Research Inc.
Williams Brothers Engrg. Co.

FEDERAL GOVERNMENT

Forest Service USDA Engineering Staff Unit
General Services Administration
Naval Air Rework Facility, San Diego

Naval Undersea Warfare Engrg. Station
U.S. Army Civilian Personnel Div.

FOOD PRODUCTS

Campbell Soup Co.
Hershey Foods Corp.
Kraft, Inc.
Pearl Brewing Co.

GAS UTILITIES & PIPELINES

Algonquin Gas Transmission Co.
Colorado Interstate Gas Co.
Columbia Gas Transmission Corp.
Consolidated Gas Transmission Corp.
Consolidated Natural Gas Service Co., Inc.
El Paso Natural Gas Co.
Panhandle Eastern Pipeline Co.
Southern Natural Gas Co.
Texas Gas Transmission Corp.
UGI Corp.
United Gas Pipeline Co.
Western Kentucky Gas Co.

INSTRUMENTS, PRECISION

CAI, Div. of Recon/Optical, Inc.
Teledyne Avionics

LOCAL GOVERNMENT

City of Charlotte, N. Carolina
City of Dayton, Ohio
City of Milwaukee, Bureau of Engrs.
City of Portland Water Works Bureau
City of St. Paul Water Utility
Dept. of Water, Water Engrg., City of Dayton, Ohio
Los Angeles County Road Dept.
Springfield Utility Board
Utilities Engineering Bureau

LUMBER & WOOD PRODUCTS

Masonite Corp.
The Mead Corporation
Wayerhaeuser Co. R&D

MACHINERY (Other Than Electrical)

Artisan Industries, Inc.
Bird Machine Co., Inc.
Black Clawson Co.
Chemcut Corp.
Deere & Co.
Economation, Inc.
Gardner-Denver Compressors
Gast Manufacturing Corp.
Gehl Co.
Goulds Pumps Inc.
Koppers Co., Inc.—Engineered Metal Products Group
Roper Pump Co.
Timken Co.
The Ward Machinery Co.
Weber Marking Systems
Wehr Corp.

METAL PRODUCTS, FABRICATED

Acco Babcock—American Chain Div.
Alloy Rods, Inc.
AMP Inc.
Bernard Div./Dover Corp.
Cargocaire Engrg. Corp.
CBI Industries
Combustion Engrg, Inc.
Duo-Fast Corp.
Ecolaire Inc.
Fafnir Bearing Div. of Textron
FMC Corp., Marine & Rail Equipment Dev.
Johnson Div. UOP Inc.
Kelley Company Inc.
Lakeside Bridge & Steel Co.
Lilliston Corp.
Nooter Corp.
Rexnord Inc.
H. H. Robertson Co.
The Rochester Corp.
Whirlpool Corporation
Worcester Controls

METALS, BASIC

Amax Base Metals R&D, Inc.
Hoke Inc.

MINING

The Cleveland Cliffs Iron Co.
Exxon Minerals Co.
Freeport Sulphur Co.
Newmont Services Ltd.
Peter Kiewit Sons', Inc. (Mining Div.)
Sonat Inc.
Sunshine Mining Co.
U.S. Borax & Chemical

PAPER PRODUCTS

Consolidated Papers Inc.
Esselte Pendaflex Corp.
Kimberly-Clark Corp.

PETROLEUM

Amerada Hess Corp.
Gulf Oil Exploration & Production Co.
Koch Refining Co.
Tesoro Petroleum Corp.
Warren Petroleum Co.

PROFESSIONAL SOCIETIES & NON PROFIT

American Chemical Society
American Institute of Timber Construction
American Nuclear Society
American Society of Agricultural Engineers
Ameican Society of Biological Chemists, Inc.
American Society of Naval Engineers
American Welding Society, Inc.
Illuminating Engineering Society
Inst. of Industrial Engineers
MTM Association
Rand Corporation
Water Pollution Control Federation

RESEARCH ORGANIZATION & LABS

Aerospace Corp.
AMAX Materials Research Center
ASARCO Inc.
Battelle—Northwest
Bendix Aerospace Technology Center
Borg-Warner Research Center
Brookhaven National Laboratory
Duracell Inc.
Eaton Corporation
EG&G, Energy Measurements, Inc.
Environmental Research Institute of Michigan
Exxon Research & Engrg Co.
FERMILAB
General Research Corp.
Halcon SD Group Inc.
Inco Limited
Lawrence Livermore National Lab.
Los Alamos National Labs
National Radio Astronomy Observatory
RE/SPEC Inc.
Sandia Nat'l Labs.
Syracuse Research Corp.
Teledyne Brown Engrg.
Underwriters Laboratories Inc.
Woods Hole Oceanographic Inst.

RUBBER & PLASTIC PRODUCTS, FABRICATED

Cooper Tire & Rubber Co.
Lord Corporation
Presto Products Inc.

SHIPBUILDING

General Dynamics Corp.
Maryland Shipbuilding & Drydock Co.

STATE GOVERNMENT

Arkansas State Hwy. & Transp. Dept.
Michigan Dept. of Transportation
Mississippi Research & Development Cntr.
Mississippi State Highway Dept.
Missouri Highway & Transportation
North Carolina Dept. of Transportation
North Dakota State Highway Dept.
State of California Dept. of Personnel Admin.
State of Virginia Dept. Highway & Transportation
Utah Dept. of Transportation

TEXTILES

American Enka Co.

OTHER

Armstrong World Industries, Inc.
CBS, Inc.
The Clorox Company
Didde Graphic Systems Corp.
Frederick Electronics Corp.
Gould Inc., Gould Research Center
Harley-Davidson Motor Co., Inc.
Howmet Turbine Components Corp.
Hydrotherm, Inc.
Intertherm, Inc.
Kollmorgen Corp.—Photocircuits
Loews Corp.
Midrex Corp.
North Jersey District Water Supply Commission

AAES AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.
345 EAST 47th STREET • NEW YORK, NEW YORK 10017 • TELEPHONE 212-705-7840 • TELEX: 424668

ENGINEERING MANPOWER COMMISSION

January, 1984

TO CORPORATE SALARY ADMINISTRATORS AND OTHER PERSONNEL EXECUTIVES:

The Engineering Manpower Commission is conducting its annual survey of engineers' salaries. As a significant employer of engineering graduates you are invited to participate in this year's survey. The rates submitted should be those in effect February 1, 1984. Salaries for those who graduated in the first quarter of 1984 should be combined with the 1983 graduates.

Your reply is requested to reach this office by March 1, 1984, We regret that any data received later than March 19, 1984 cannot be included in the results. Participants in the survey will be entitled to the Member Discount of 40% off the list price of salary books published.

You are probably already familiar with our survey and the salary curves we publish from it. Salary data are reported in a form directly usable by most salary administrators. Median salaries are reported on the basis of experience broken down by such variables as supervisory status and degree level. The engineering salary survey has been conducted in its present form biennially since 1953, thereby providing salary trend continuity over a period of thirty years.

The engineering salary survey is conducted by the Engineering Manpower Commission of the American Association of Engineering Societies. Since AAES is a public service organization, broadly representative of the engineering profession, our reports are recognized as authoritative and impartial. Furthermore, we provide complete assurance of the confidentiality of the data submitted to us.

This year's data form is similar to that of previous years. You should note that salaries for Master's and Ph.D. degrees are reported as of the year the Bachelors degree was granted. In addition, this year we are including two new questions regarding salary budget and structure, which can be found on the back of this form. Please follow closely the instructions on the form and return all parts to us. If you need additional forms, we will be glad to provide them.

We hope you will join our other survey participants in helping to make this survey a success.

Very truly yours

Patrick J Sheridan

Patrick J. Sheridan
Director, Manpower Activities

FORM A

DO NOT DETACH THIS PAGE — SEE INSTRUCTIONS ON FORM

Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1984

Please return this sheet with your filled-out data form. **Unidentified returns cannot be included in the survey.** Do not put your name and address on the form itself. When we have checked off receipt of your return and screened it for completeness, we will separate this address slip from the data form so that the confidentiality of your data will be assured.

If the mailing label affixed below is incorrect, incomplete, or missing, please indicate correct address:

1. Name of Reporting Organization: ____________________

Address: ____________________

City: ____________________ State: __________ Zip Code: __________

2. Name and title of person responsible for data: ____________________

Tel. No. (   )- __________

RETURN THIS ENTIRE DATA FORM AND FORM B TO:

ENGINEERING MANPOWER COMMISSION
345 East 47th Street, New York, New York 10017

FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

IMPORTANT – please read carefully before filling out form.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row – note that some brackets include a wider salary range than others. Separate sections of the form are set aside for each degree level – bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their **year of graduation with bachelor's degree,** to give a common basis for comparison. If year of graduation cannot be given, report by age **(average 1983 graduate is 23, etc.)**

SALARY – should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock **options, bonuses, etc.**

NON-SUPERVISORY ENGINEERS – should include all engineering graduates whose duties are not primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. **Please include non-supervisory engineering graduates who are currently in non-technical positions.** If any engineering graduates must be omitted, please describe on line 4 of the cover page of this form. **Do not report part-time employees.**

	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)																		
	BACHELORS DEGREE HIGHEST HELD		1983 (23)	1982 (24)	1981 (25)	1980 (26)	1979 (27)	1978 (28)	1977 (29)	1976 (30)	1975 (31)	1972-1974 (32-34)	1969-1971 (35-37)	1966-1968 (38-40)	1963-1965 (41-43)	1960-1962 (44-46)	1957-1959 (47-49)	1954-1956 (50-52)	1951-1953 (53-57)	UP TO 1950 (58+)	
101	$88,000 & over																				101
102	$83,000-87,999	$5,000 intervals																			102
103	$78,000-82,999																				103
104	$73,000-77,999																				104
105	$68,000-72,999																				105
106	$63,000-67,999																				106
107	$58,000-62,999																				107
108	$53,000-57,999																				108
109	$48,000-52,999																				109
110	$45,000-47,999	$3,000 intervals																			110
111	$42,000-44,999																				111
112	$39,000-41,999																				112
113	$36,000-38,999																				113
114	$33,000-35,999																				114
115	$30,000-32,999																				115
116	$27,000-29,999																				116
117	$26,000-26,999	$1,000 intervals																			117
118	$25,000-25,999																				118
119	$24,000-24,999																				119
120	$23,000-23,999																				120
121	$22,000-22,999																				121
122	$21,000-21,999																				122
123	$20,000-20,999																				123
124	$19,000-19,999																				124
125	$18,000-18,999																				125
126	$17,000-17,999																				126
127	Less than $17,000																				127

MASTERS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE)

201	$88,000 & over																				201
202	$83,000-87,999	$5,000 intervals																			202
203	$78,000-82,999																				203
204	$73,000-77,999																				204
205	$68,000-72,999																				205
206	$63,000-67,999																				206
207	$58,000-62,999																				207
208	$53,000-57,999																				208
209	$48,000-52,999																				209
210	$45,000-47,999	$3,000 intervals																			210
211	$42,000-44,999																				211
212	$39,000-41,999																				212
213	$36,000-38,999																				213
214	$33,000-35,999																				214
215	$30,000-32,999																				215
216	$27,000-29,999																				216
217	$26,000-26,999	$1,000 intervals																			217
218	$25,000-25,999																				218
219	$24,000-24,999																				219
220	$23,000-23,999																				220
221	$22,000-22,999																				221
222	$21,000-21,999																				222
223	$20,000-20,999																				223
224	$19,000-19,999																				224
225	$18,000-18,999																				225
226	$17,000-17,999																				226
227	Less than $17,000																				227

DOCTORS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE)

301	$88,000 & over																				301
302	$83,000-87,999	$5,000 intervals																			302
303	$78,000-82,999																				303
304	$73,000-77,999																				304
305	$68,000-72,999																				305
306	$63,000-67,999																				306
307	$58,000-62,999																				307
308	$53,000-57,999																				308
309	$48,000-52,999																				309
310	$45,000-47,999	$3,000 intervals																			310
311	$42,000-44,999																				311
312	$39,000-41,999																				312
313	$36,000-38,999																				313
314	$33,000-35,999																				314
315	$30,000-32,999																				315
316	$27,000-29,999																				316
317	$26,000-26,999	$1,000 intervals																			317
318	$25,000-25,999																				318
319	$24,000-24,999																				319
320	$23,000-23,999																				320
321	$22,000-22,999																				321
322	$21,000-21,999																				322
323	$20,000-20,999																				323
324	$19,000-19,999																				324
325	$18,000-18,999																				325
326	$17,000-17,999																				326
327	Less than $17,000																				327

NOTE: Please use extra caution in filling in shaded areas.

FORM A
(Please also complete Form B)

Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1984

A survey conducted by
ENGINEERING MANPOWER COMMISSION
of American Association of Engineering Societies

IN ORDER TO ASSURE COMPLETE CONFIDENTIALITY of employers' returns, please observe the following procedure:

DO NOT put your name and address on this form, but fill in information for questions 1-4 to enable correct classification of your reply.

Fill in the salary data for non-supervisory engineering graduates on the inside of this form. Also provide data for supervisory engineering graduates on Form B.

THEN FILL OUT THE FRONT PAGE, giving the name of the reporting organization and the person to contact. **DO NOT DETACH** — send the entire form to EMC.

If we do not receive a name and address with your return, we will have to send you an unnecessary follow-up mailing. Unidentified returns will not be included in the survey results. For further information see the sheet entitled "EMC Policy Regarding Salary Survey Participants."

1. **Product of service code of organization (see below for preferred categories):** ____________________
2. Total number of employees in organization or unit (approx): ____________________
3. Please indicate state in which these engineers are predominantly employed, for purposes of determining regional salary differences: ____________________
4. If any employed NON-SUPERVISORY engineering graduates are NOT included in this report, please give such additional number and reason for omission: ____________________

SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing Industry Groups (Specify product area below)
31 Aerospace
37 Automotive & railroad equipment
35 Business machines
51 Ceramic products, stone, clay, glass, cement
11 Chemicals, drugs, plastics
27 Computer
21 Electrical machinery & equipment
26 Electronic equipment
52 Food products
34 Instruments (precision)
56 Lumber & wood products
36 Machinery (other than electrical)
42 Metal products, fabricated
41 Metals, basic
46 Ordnance
53 Paper products
18 Petroleum
55 Rubber & plastic products, fabricated
38 Shipbuilding
54 Textile products
59 Other (please specify only if none of the above categories is satisfactory)

Non-Manufacturing Industry Groups (Specify service area below)
88 Business, trade, publishing
81 Communication services
68 Construction
71 Consultants, engineering & architectural
73 Engineering services, other
61 Mining
74 Research organizations & laboratories
84 Transportation services
86 Electric Utilities
87 Gas Utilities & Pipelines

Government (Specify Level)
01 Federal
02 State
03 Local

Educational Institutions (Specify Type)
91 Colleges & universities
93 Techinical institutes & junior colleges
94 Professional societies & non-profit institutions

Please complete and return this form to . . .

ENGINEERING MANPOWER COMMISSION
345 East 47th Street
New York, New York 10017

as promptly as possible.

Additional Questions Regarding Engineering Graduates in ALL Positions:

1) For the year 1984 how much have you budgeted for engineering salary increases:

a) Non-Supervisory ____________________

b) Supervisory ____________________

2) If you have formal engineering salary ranges or structures, how much have they been increased for the year 1984? ____________________

Please use this form for reporting salaries of all **non-supervisory** engineering graduates, including those who are in non-technical positions. **SUPERVISORY ENGINEERS SHOULD BE REPORTED ON FORM B.**

EXAMPLE OF COMPLETED FORM

Please report the number of individuals in each appropriate block as indicated below.

	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)													
	BACHELORS DEGREE HIGHEST HELD		1983 (23)	1982 (24)	1981 (25)	1980 (26)	1979 (27)	1978 (28)	1977 (29)	1976 (30)	1975 (31)	1972-1974 (32-34)	1969-1971 (35-37)	1966-1968 (38-40)	1963-1965 (41-43)	1960-1962 (44-46)
101	$88,000 & over															
102	$83,000-87,999	↑ $5,000 intervals ↓														
103	$78,000-82,999										1					
104	$73 000-77,999															
105	$68,000-72,999									9						
106	$63,000-67,999							1		1	1					
107	$58,000-62,999								2							
108	$53,000-57,999				4	2	1		3	1						
109	$48,000-52,999				1	2	7	8								
110	$45,000-47,999	↑ 3,000 intervals		3	12	10	3	1	2		1					
111	$42,000-44,999		2	8	3	4		1								
112	$39,000-41,999		5	6	2											
113	$36,000-38,999															
114	$33,000-35,999															

FORM B
(Please also complete Form A)

Questionnaire Form for Engineering Graduates in SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1984

A survey conducted by
ENGINEERING MANPOWER COMMISSION
of American Association of Engineering Societies

IN ORDER TO ASSURE COMPLETE CONFIDENTIALITY of employers' returns, please observe the following procedure:

DO NOT put your name and address on this form, but fill in information for questions 1-4 to enable correct classification of your reply.

Fill in the salary data for supervisory engineering graduates on the inside of this form. Also fill in the data for Form A.

THEN FILL OUT THE ADDRESS SHEETS ON FORMS A AND B and return **BOTH FORMS** to EMC.

If we do not receive a name and address slip with your return, we will have to send you an unnecessary follow-up mailing. Unidentified returns will not be included in the survey results. For further information see the sheet entitled "EMC Policy Regarding Salary Survey Participants."

1. **Product of service code of organization (see below for preferred categories):** ____________________

2. Total number of employees in organization or unit (approx): ____________________

3. Please indicate state in which these engineers are predominantly employed, for purposes of determining regional salary differences: ____________________

4. If any employed SUPERVISORY engineering graduates are NOT included in this report, please give such additional number and reason for omission:

Number: ____________________ Reason: ____________________

SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing Industry Groups (Specify product area below)
31 Aerospace
37 Automotive & railroad equipment
35 Business machines
51 Ceramic products, stone, clay, glass, cement
11 Chemicals, drugs, plastics
27 Computer
21 Electrical machinery & equipment
26 Electronic equipment
52 Food products
34 Instruments (precision)
56 Lumber & wood products
36 Machinery (other than electrical)
42 Metal products, fabricated
41 Metals, basic
46 Ordnance
53 Paper products
18 Petroleum
55 Rubber & plastic products, fabricated
38 Shipbuilding
54 Textile products
59 Other (please specify only if none of the above categories is satisfactory)

Non-Manufacturing Industry Groups (Specify service area below)
88 Business, trade, publishing
81 Communication services
68 Construction
71 Consultants, engineering & architectural
73 Engineering services, other
61 Mining
74 Research organizations & laboratories
84 Transportation services
86 Electric Utilities
87 Gas Utilities & Pipelines

Government (Specify Level)
01 Federal
02 State
03 Local

Educational Institutions (Specify Type)
91 Colleges & universities
93 Techinical institutes & junior colleges
94 Professional societies & non-profit institutions

FORM B

PRESENT SALARY OF SUPERVISORY ENGINEERING GRADUATES ONLY

IMPORTANT — please read carefully before filling out form.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — note that some brackets include a wider salary range than others. Separate sections of the form are set aside for each degree level — bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their **year of graduation with bachelor's degree,** to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1983 graduate is 23, etc.)

SALARY — should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc.

SUPERVISORY ENGINEERS — should include all engineering graduates whose duties are primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. **Please report all supervisory engineering graduates, including those who are in general management or non-technical positions.** If any must be omitted, please describe them on line 4 of the cover page of this form. **Do not report part-time employees.**

	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)																		
	BACHELORS DEGREE HIGHEST HELD		1983 (23)	1982 (24)	1981 (25)	1980 (26)	1979 (27)	1978 (28)	1977 (29)	1976 (30)	1975 (31)	1972-1974 (32-34)	1969-1971 (35-37)	1966-1968 (38-40)	1963-1965 (41-43)	1960-1962 (44-46)	1957-1959 (47-49)	1954-1956- (50-52)	1951-1953 (53-57)	UP TO 1950 (58+)	
101	$88,000 & over																				101
102	$83,000-87,999	$5,000 intervals																			102
103	$78,000-82,999																				103
104	$73,000-77,999																				104
105	$68,000-72,999																				105
106	$63,000-67,999																				106
107	$58,000-62,999																				107
108	$53,000-57,999																				108
109	$48,000-52,999																				109
110	$45,000-47,999	$3,000 intervals																			110
111	$42,000-44,999																				111
112	$39,000-41,999																				112
113	$36,000-38,999																				113
114	$33,000-35,999																				114
115	$30,000-32,999																				115
116	$27,000-29,999																				116
117	$26,000-26,999	$1,000 intervals																			117
118	$25,000-25,999																				118
119	$24,000-24,999																				119
120	$23,000-23,999																				120
121	$22,000-22,999																				121
122	$21,000-21,999																				122
123	$20,000-20,999																				123
124	$19,000-19,999																				124
125	$18,000-18,999																				125
126	$17,000-17,999																				126
127	Less than $17,000																				127

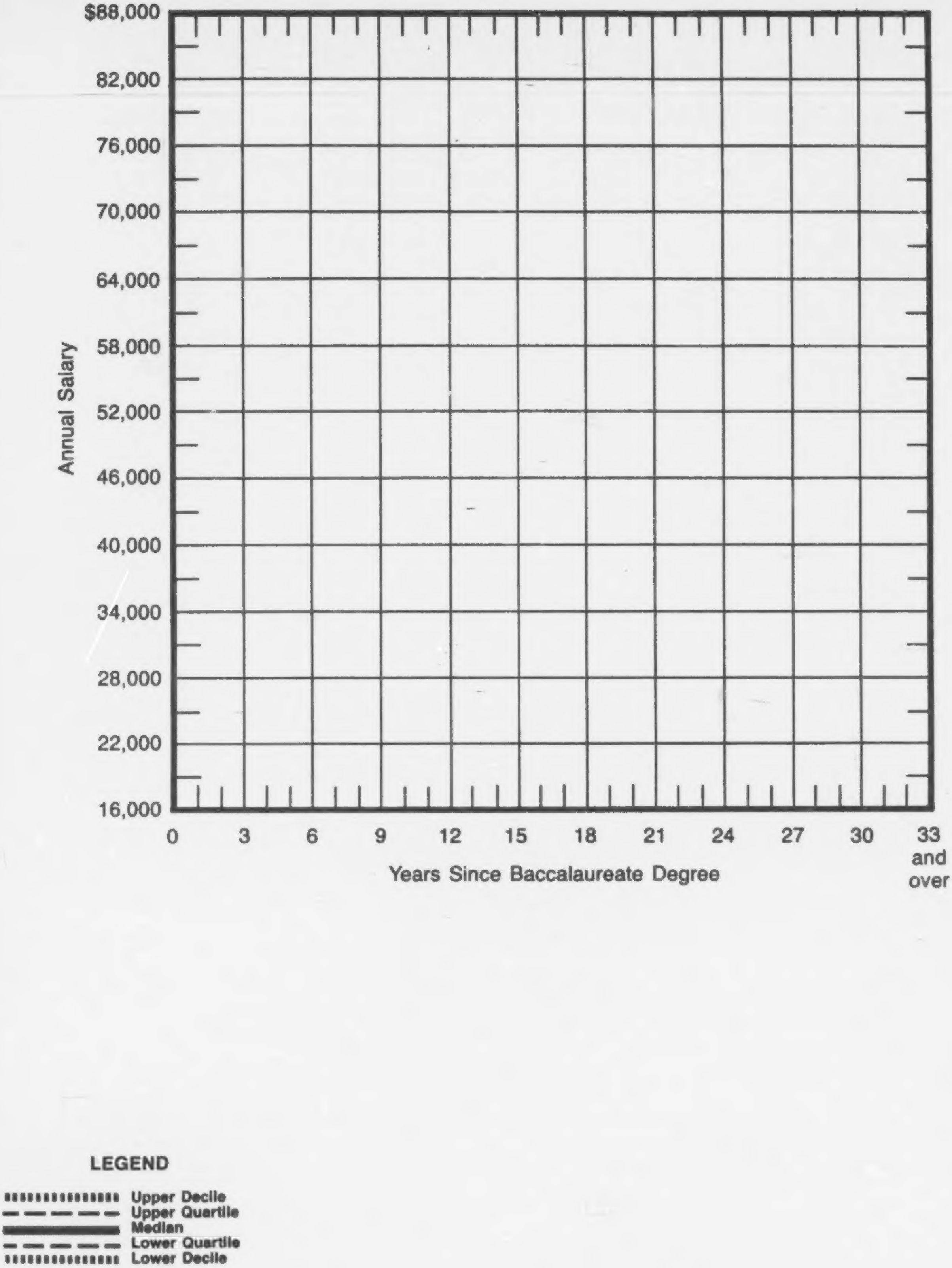
MASTERS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE)

201	$88,000 & over																				201
202	$83,000-87,999	$5,000 intervals																			202
203	$78,000-82,999																				203
204	$73,000-77,999																				204
205	$68,000-72,999																				205
206	$63,000-67,999																				206
207	$58,000-62,999																				207
208	$53,000-57,999																				208
209	$48,000-52,999																				209
210	$45,000-47,999	$3,000 intervals																			210
211	$42,000-44,999																				211
212	$39,000-41,999																				212
213	$36,000-38,999																				213
214	$33,000-35,999																				214
215	$30,000-32,999																				215
216	$27,000-29,999																				216
217	$26,000-26,999	$1,000 intervals																			217
218	$25,000-25,999																				218
219	$24,000-24,999																				219
220	$23,000-23,999																				220
221	$22,000-22,999																				221
222	$21,000-21,999																				222
223	$20,000-20,999																				223
224	$19,000-19,999																				224
225	$18,000-18,999																				225
226	$17,000-17,999																				226
227	Less than $17,000																				227

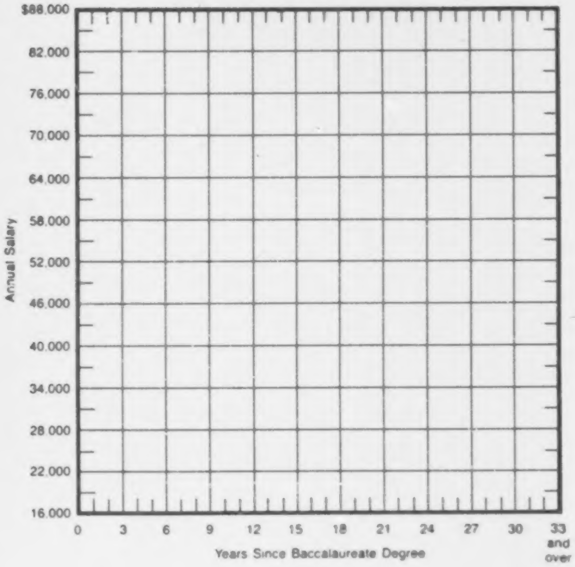
DOCTORS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE)

301	$88,000 & over																				301
302	$83,000-87,999	$5,000 intervals																			302
303	$78,000-82,999																				303
304	$73,000-77,999																				304
305	$68,000-72,999																				305
306	$63,000-67,999																				306
307	$58,000-62,999																				307
308	$53,000-57,999																				308
309	$48,000-52,999																				309
310	$45,000-47,999	$3,000 intervals																			310
311	$42,000-44,999																				311
312	$39,000-41,999																				312
313	$36,000-38,999																				313
314	$33,000-35,999																				314
315	$30,000-32,999																				315
316	$27,000-29,999																				316
317	$26,000-26,999	$1,000 intervals																			317
318	$25,000-25,999																				318
319	$24,000-24,999																				319
320	$23,000-23,999																				320
321	$22,000-22,999																				321
322	$21,000-21,999																				322
323	$20,000-20,999																				323
324	$19,000-19,999																				324
325	$18,000-18,999																				325
326	$17,000-17,999																				326
327	Less than $17,000																				327

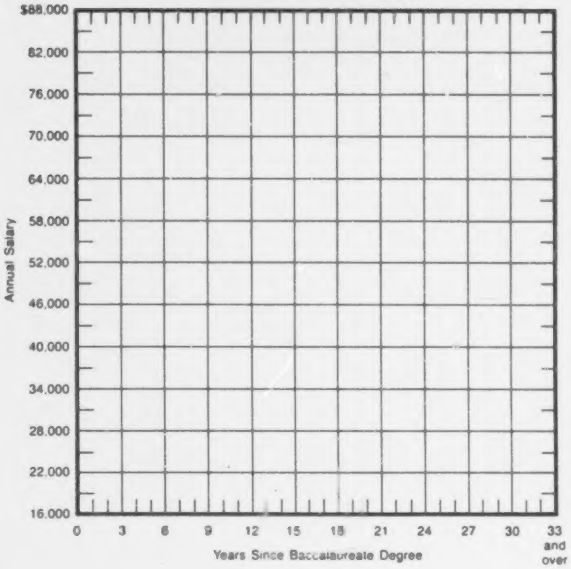
NOTE: Please use extra caution in filling in shaded areas.


$88,000
82,000
76,000
70,000
64,000
58,000
52,000
46,000
40,000
34,000
28,000
22,000
16,000
Annual Salary
0
3
6
9
12
15
18
21
24
27
30
33 and over
Years Since Baccalaureate Degree
LEGEND
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

NON-SUPERVISORS

LEGEND

┅┅┅ Upper Decile
— — — Upper Quartile
━━━ Median
— - — Lower Quartile
┅┅┅ Lower Decile

AMERICAN ASSOCIATION OF
AAES
ENGINEERING SOCIETIES, INC.

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